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CAUT ^{III} ACPPU BULLETIN

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Liberal Caucus Hears Call for Accessibility

CURRENT tuition levels in Canada would have prevented many of you from getting the post-secondary education you did," CAUT executive director James Turk told members of the federal government's caucus committee on post-secondary education at last month's Liberal summer caucus retreat.

"For those of you who could have gone under these circumstances, many of you would have had to make different career choices because of the substantial debts you would have incurred to pay for your education," Turk added.

CAUT was one of 22 national organizations invited to address the committee on the theme of access and what the federal government can do to help ensure greater accessibility to post-secondary education.

Tom Breneman, president of the Canadian Dental Association, told the more than two dozen MPs and senators that professional school fees are preventing many students from pursuing professional education and encumbering others with massive debts that will skew where they choose to work after graduation.

"When I entered the dental program at the University of Manitoba, tuition fees were in the neighbourhood of \$500 a year. My family was not particularly affluent, so \$500 was not peanuts, but it was manageable," Breneman said.

"It meant my debt on graduation was about \$3,000 — which was about 10 per cent of what I could expect to earn in a single year of practice. Now, with current tuition fees and other educational costs, many students are looking at debts equal to two to three years' income. That's why smaller and rural areas are experiencing shortages, and many graduates are choosing to go to established practices in large urban centres."

Canadian Federation of Students national chair, Ian Boyko, took exception to some points by presenters who talked about access in terms of "capacity" rather than cost.

See LIBERAL CAUCUS Page A6

CAUT Defends Academics Named in Major Lawsuit

University of British Columbia graduate student Cynthia Maughan has filed an \$18 million lawsuit in B.C.'s Supreme Court against the university and four faculty members, alleging discrimination against her based on her Christian beliefs.

"The unfounded allegations of discrimination in this case raise fundamental issues of academic freedom that have potential implications for every faculty member in the country," said CAUT executive director James Turk. "Issues include our freedom in conducting our classes, what we can say in seminars and class discussions, what comments we write on papers and our right to be frank in letters we write."

Maughan, an M.A. student in English, enrolled in Professor Lorraine Weir's graduate course Strategies in Literary Theory in January 2001.

According to the statement of claim, Maughan alleges that Weir acted in a discriminatory manner. For example, Weir is cited for allowing students to schedule a special class on a Sunday, to which Maughan had not initially objected, and notwithstanding the fact that when Maughan did raise a concern, Weir gave her an alternative assignment in lieu of the class.

She also objected to the critical comments she received from Weir on her papers and to the professor's expressed concern because she refused to participate in class discussions.

Maughan's court action was preceded by appeals to the English department's equity committee, the faculty of graduate studies and UBC's Senate Committee on Appeals on Academic Standing. Each appeal was made on a somewhat different basis and, in each case, her appeal was rejected.



Lorraine Weir

Both the English department and the faculty of graduate studies found there was no wrongdoing on the part of Weir. The senate committee, while dismissing the appeal, made additional comments that criticized Weir for failing to open an email attachment from Maughan in a timely manner and criticized the English department for attacking Maughan's character.

See LAWSUIT Page A10

L'ACPPU défend des universitaires mêlés à une importante poursuite

UNE diplômée de l'Université de la Colombie-Britannique (UBC), Cynthia Maughan, intente une poursuite de 18 millions de dollars devant la Cour suprême de la Colombie-Britannique contre l'université et quatre membres du corps professoral qui auraient exercé de la discrimination à son égard en raison de ses convictions chrétiennes.

« Les accusations non fondées de discrimination dans cette affaire soulèvent des problèmes fondamentaux de liberté universitaire qui pourraient avoir des conséquences pour tous les pro-

fesseurs d'université du pays », a déclaré le directeur général de l'ACPPU, James Turk. « Ces problèmes touchent à la liberté de diriger nos cours, à ce que nous pouvons dire dans les séminaires et dans les discussions en classe, aux commentaires que nous écrivons sur les travaux des étudiants et à notre droit d'être honnêtes dans les lettres que nous écrivons. »

En janvier 2001, Mme Maughan, étudiante à

Voir POURSUITE à la page A8

Nos universités,
notre avenir.

The
MORTGAGE
Centre

Discount Rates Page A4

World
Teachers'
Day

5 October 2003



PLEDGED TO DATE: \$543,655

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LETTERS COURRIER

Privatization Boosts Quality

Victor Catano writes (Bulletin, June 2003) that "privatization threatens the quality of education." He's right — it threatens to improve it. Private institutions will compete for students, faculty and staff with subsidized public institutions. Students at successful private institutions will pay substantially higher tuition fees that, at a minimum, reflect the cost of the subsidy.

Students will not voluntarily pay higher fees for the same services they could get elsewhere. The differences in fees will need to reflect the difference in the level and quality of educational services offered by the competing institutions. Average quality will rise, provided the public institutions maintain their standards. I'm sure we can count on CAUT to help maintain those standards.

What Catano probably meant to say, and what surely galls him, is that "privatization threatens the equality of education." I would cheerfully agree with that assessment.

JOHN HEANEY
Business Administration
Simon Fraser University

Academic Bankruptcy

I wish to register my protest against CAUT's support for the AAUP plan to censure the University of South Florida in the case of Sami Al-Arian (Bulletin, June 2003). This is a singularly unwise course of action. It has so little to do with academic freedom that if the implied policy of the AAUP (and so also of CAUT) were to be followed through consistently, it would, in fact, amount to the total discrediting of academic freedom.

Academic freedom is not meant to allow the freedom to plan, organize and help enact (Islamist) terrorism against the United States, Israel or any other Western liberal democratic country. A professor who uses his freedom in the university to conceal his terrorist activities is committing the ultimate abuse of academic freedom. This is something that should be absolutely clear to us.

Even to have such serious charges laid against a professor, in a free society governed by law, is to render him unfit for any association with a free university while the trial is being conducted, since a free university is duty-bound to distance itself from a man actively at war with the free society on which the university and its academic freedom depend. If Al-Arian is exonerated, let him apply for readmission subsequent to the trial. But until then, let there be no doubts on which side professors stand — against terrorism and against those who would destroy our societies and our universities by bloodshed and atrocity in the name of "religious" totalitarianism.

Indeed, it is not the mere use of unpopular words with which he is charged. However, fidelity to our academic principles should also forbid us from lending support to those who engage in actions which even actively and criminally propagandize

in favour of such (Islamist) terrorism. These charges cross a line which should make it impossible for us to defend a professor who has apparently declared war on the university itself, and with it on all academic freedom.

By uncritically defending Al-Arian and by considering a censure of the University of South Florida, in the face of a 50-count, 121-page indictment implicating the professor in a lengthy and elaborate terrorism conspiracy, (The Weekly Standard), AAUP (and so also CAUT) would, in effect, be declaring academic bankruptcy, if not committing academic suicide. It would be both a literal and a figurative expression of the treason of the intellectuals.

KENNETH HART GREEN
Study of Religion
University of Toronto

AAUP Replies

For the record, on AAUP's position regarding the University of South Florida, I make three points:

(1) The AAUP is not supporting Professor Sami Al-Arian, but is supporting principles of justice and academic due process. If he is found guilty of the crimes for which he is indicted, I (and other members of AAUP, I am quite certain) will be among the first to urge appropriate penalties.

(2) Professor Al-Arian has not been convicted of any crime. The condemnation we voted to express is for the university administration's failure to provide him academic due process prior to his indictment. A fundamental principle of American democracy is the belief that persons accused of crimes are innocent until proven guilty in a legitimate judicial forum by a jury of their peers.

(3) The AAUP did not vote to censure the administration of the University of South Florida.

JANE BUCK
National President
American Association of University Professors

Don't Dignify Naked Aggression

Morton Weinfeld (letter, Bulletin, June 2003) seeks to rationalize the U.S.-UK invasion and occupation of Iraq in terms of "a new discourse on human rights" that transcends international law. He cites the discovery of mass graves as justification, neglecting to mention the fact that these graves go back a long time, to uprisings after the first Gulf war. They are the graves of rebels whom the U.S. actively encouraged, then did nothing to help.

It is hypocrisy in the extreme to claim this as *ex post facto* justification for the brutal invasion and occupation of Iraq, now that the claim that Iraq possessed or was developing weapons of mass destruction has been shown to be a blatant lie.

It is also worth remembering the U.S. and UK supported Saddam Hussein and his Baathist party throughout his worst excesses, up until the first Gulf war. In fact, the U.S. and UK have helped create every repressive regime in Iraq since its formation in

1922, and they worked to overthrow the one popularly-backed government Iraq ever had, that of Abd al-Karim Qasim, who was assassinated during a CIA-coordinated coup in 1963.

The war in Iraq is not about human rights. It is about conquest, resources and bases for future aggression in the area. The term "new discourse on human rights" seems a singularly inappropriate description of the atrocities inflicted on Iraq, Palestine and elsewhere by the U.S. and U.K. It is based on the doctrine that might makes right, overrides international law and serves as a cover for racism, imperialism and aggression.

We need to return to the old discourse on human rights, one which at least had some respect for human life and dignity, international law, cultural institutions and the right of nations to self-determination.

JOHN T. JENSEN
Linguistics
University of Ottawa

Defence of War is Defenceless

Morton Weinfeld says he wishes he had Victor Catano's certainty in opposing the attack on Iraq but then states "there was no other option but military forces." I am astonished at his casual dismissal of "legality" as "not the ultimate criterion for moral or prudent conduct."

He laments the horrors of Saddam Hussein's regime but neglects to mention that Hussein's most brutal crimes were carried out during the period when he received the greatest military and diplomatic support from the U.S. and Great Britain. Indeed, in 1983, Donald Rumsfeld paid a visit to Saddam to enhance the relationship between the two countries. This visit took place one month after the U.S. Secretary of State was handed a document detailing Hussein's almost daily use of chemical weapons as well as other human rights abuses.

What this makes clear, of course, is that many of the atrocities that trouble Weinfeld may have been prevented if the U.S. had chosen to exercise its influence over this regime.

Weinfeld also claims that "most of the dire predictions about repercussions of the war have so far not come about." In fact, the opposite is true. Many of the consequences which opponents of an attack warned against have indeed been realized — more (not less) terrorism, lawlessness, material deprivation, social and political disorder and inflamed regional tensions. On the latter, his crediting the "war" with having "revived the previously stalled Israeli/Palestinian peace process" seems like a cruel joke today.

Weinfeld concedes that "accidents and tragedies happen during war," and that the "Americans should have done more to forestall the looting of Iraqi museums, universities and hospitals." He makes no mention, however, of the thousands of dead civilians or the thousands more maimed.

This was not a war. This was an obscene act of imperial aggression, a fact any honest analysis would easily reveal.

ROSS MACKAY
English
Maastricht University-College

COMMENTARY

TRIBUNE LIBRE

PRESIDENT'S COLUMN

Warped Political Policies Devalue Post-Secondary Education



By VICTOR CATANO

THIS past summer the country has been preoccupied with SARS, Mad Cow Disease and power outages. Overlooked in the media is the emerging crisis in higher education. August brought with it the annual Statistics Canada report on tuition fees. Once again, fees have increased dramatically over the past year. Undergraduate tuition fees rose by 7.4 per cent overall, bringing the total increase to 179.4 per cent since 1990-1991. That is an average increase of more than 15 per cent per year for the last 12 years. Increases in auto insurance, which have not reached these levels, have been major political issues in recent provincial elections. This year's increases in tuition fees for professional schools are placing programs in medicine (16.7 per cent), law (19.4 per cent) and dentistry (20.9 per cent) out of the reach of lower- and middle-income families.

All of the public opinion polls that Decima Research has conducted for CAUT show funding of higher education is a major issue that ranks among the top concerns of the public. In the recent Nova Scotia provincial election, where the ruling Progressive Conservative government lost its majority, both the Liberals and New Democrats made education and/or tuition freezes central issues of their campaigns. Higher education issues also promise to be an important focus of the upcoming election in Ontario where only now are we beginning to hear the full impact of the province's double cohort on universities with overcrowded classrooms and lack of residential facilities. It is becoming evident the electorate has recognized the need to restore core funding to post-secondary institutions. Deferred maintenance of buildings (and power grids) can only go so far before the system grinds to a halt.

In part, the funding problems have developed because of cutbacks in transfer payments to the provinces, mostly when prime-minister

in-waiting Paul Martin was finance minister. Martin was quite open in saying he was not going to increase provincial transfers for higher education funding or social services that provincial premiers would then use for tax cuts or to pave roads. Recently, however, when campaigning in Cape Breton, Martin recognized that the University College of Cape Breton was one of the few means of spurring economic growth and development in Cape Breton and deserving of special funding on that basis. Much the same could be said about any university in Canada. His remark, however, illustrates the failure of politicians to recognize the true value of universities in advancing knowledge and educating the public, apart from their role in economic development. Regrettably, this same philosophy is present in the government's innovation strategy.

The federal government seems to be pursuing a policy, without public consultation or debate, of creating a two-tiered university sys-

See POLICIES Page A10

LE MOT DU PRÉSIDENT

Des politiques tordues dévaluent l'enseignement postsecondaire

Par VICTOR CATANO

À cours de l'été, le SRAS, la maladie de la vache folle et des pannes d'électricité ont préoccupé le pays. Toutefois, les médias ont négligé la crise qui couvait dans le milieu de l'enseignement universitaire. Avec le mois d'août, est arrivé le rapport annuel de Statistique Canada sur les droits de scolarité. Une fois de plus, les droits ont sensiblement augmenté par rapport à l'année dernière. Les droits de scolarité du premier cycle se sont accrus de 7,4 p. 100 dans l'ensemble, ce qui représente une hausse totale de 179,4 p. 100 depuis 1990-1991. Il s'agit d'une augmentation moyenne de plus de 15 p. 100 par année en douze ans. Enjeu politique important de récentes élections provinciales, l'augmentation des primes d'assurance-automobile n'a jamais atteint ce niveau. La hausse des droits de scolarité de cette année dans les écoles professionnelles met les programmes de médecine (16,7 p. 100), de droit (19,4 p. 100) et de soins dentaires (20,9 p. 100) hors de la portée des familles à faible et à moyen revenu.

Tous les sondages d'opinion publique que le Centre de recherche Décima effectue pour l'ACPPU révèlent que le financement de l'enseignement postsecondaire est un problème important qui figure parmi les plus grandes préoccupations de la population. Lors des récentes élections provinciales en Nouvelle-Écosse, où le gouvernement du Parti progressiste-conservateur a vu sa majorité s'effondrer, tant les Libéraux que les Néo-démocrates ont placé l'éducation ou le gel des droits de scolarité au cœur des enjeux de leur campagne. Les problèmes de l'enseignement supérieur promettent également de jouer un rôle important lors des élections en Ontario où l'on commence à peine à prendre conscience des effets de la double cohorte sur les universités. Celles-ci seront en effet aux prises avec des salles de cours surpeuplées et une pénurie de chambres dans les résidences. Il devient évident que l'électeur reconnaît la nécessité de rétablir le financement de base des établissements d'enseignement postsecondaire. Il y a une limite au report de l'entretien des édifices

(et du réseau électrique) avant que le système s'enraye peu à peu.

Les problèmes reliés au financement ont grossi en partie à cause des compressions effectuées dans les paiements de transfert aux provinces, surtout à l'époque où le prétendant au poste de premier ministre, Paul Martin, était ministre des Finances. M. Martin a dit franchement qu'il n'allait pas augmenter les transferts aux provinces au titre de l'enseignement supérieur ou des services sociaux pour que les premiers ministres s'en servent ensuite dans le but de réduire l'impôt ou de paver les routes. En campagne au Cap-Breton récemment, il a cependant reconnu que l'University College of Cape Breton était un des rares moyens pour stimuler la croissance économique et l'essor de la région et qu'il méritait ainsi des fonds spéciaux. On pourra dire la même chose de n'importe quelle autre université canadienne. Son commentaire est toutefois une preuve que la classe politique n'admet pas la véritable valeur des universités dans l'avancement des

Voir POLITIQUES à la page A5

Copyright Reform — Why We Should Care

By LAURA MURRAY

PROFESSORS generally place their heads carefully in the clouds when the subject of copyright comes up. We suspect that a lot of what we or our students do may be illegal, and that we don't think it should be, but we don't really want to know. We suspect that copyright policy is screwed up, but it's all so complicated we can't think of anything to do about it.

This is understandable, but foolish. Canada is about to embark on yet another overhaul of the Copyright Act and many of the issues on the table directly affect teachers and researchers, particularly in the humanities and social sciences. Canada's educational organizations such as CAUT, the Association of Universities and Colleges of Canada and the Canadian Teachers' Federation, are taking a narrow and unproductive approach to the reform process. Educators need to speak up.

One key question for professors is whether Internet use within an educational institution is currently legal. Some say it isn't, because the Copyright Act permits fair dealing (i.e., copying of limited portions of copyrighted material) only for research and private study, commentary, criticism and news reporting. So it might be legal for an individual at home to browse or download material freely available on a web page (think for example of tourist information, information about museum exhibits or a teacher's tips on writing essays), because it would be private study, but study in the context of an institution might not be legal.

I would argue that students' and teachers' use of the Internet is for the purposes of "commentary or criticism," and hence fair dealing. I would urge school boards or universities to take on the lawsuit in the unlikely event that it should ever come: they'd win.

But let's see what happens if we accept the fearful claim that the current law puts educational institutions in a precarious liability situation. What is the educational organizations' solution to this perceived problem? They want an "exception" for educational institutions, which would specify that it is legal for students and teachers to make normal use of material legally available on the Internet (i.e., material put on the Internet with the permission of its owner).

Such an exception implies that ordinary use by non-students is not legal. This is perverse. Educational organizations and educators should be taking the lead in clarifying that Internet use is legal for all Canadians. Education is not just something that happens at school.

The Internet is an exciting new way for people from all walks of life, of all ages, in remote locations, in their own homes or at work, to learn about the world and to become more engaged and informed participants in it. Yes, browsing often involves copying. I click on a link, and the computer automatically downloads a PDF file without my intending it.

Other web sites present "print" and "download" buttons. Their proprietors want us to use their material that way; that's why they put it up. Or think of it this way: if a tourist information centre's front door is open, I'm not likely to be charged with trespassing when I enter, or theft when I pick up some maps and pamphlets. If the proprietors don't want me there, they can lock the door. They also have the right to charge money for some services or goods on their premises. Web sites are like this. To break into them, or steal things that have price tags, would be illegal, but to pick up things left for the taking is to fulfill their very purpose.

To be fair to educational organizations, this proposed educational exception is part of a typically Canadian approach to access — various organizations are lobbying for exceptions for the perceptually disabled, the justice system and so on. But the exception approach is based on a mistake — it assumes the natural state for cultural materials is private ownership.

But historically, courts and legislators have understood intellectual property as different from "real" property. Ideas have never been subject to copyright — one can only copyright a particular expression of an idea — and copyright terms unlike property rights have never been perpetual. These two facts indicate that copyright as a legal regime is built upon a compromise between the interests of individual creators or rights-holders on the one hand and the long-term public good on the other.

Copyright, its misleading name notwithstanding, is not a natural right but a tool for encouraging culture and innovation. To grant a publisher perpetual copyright would be to prevent the ongoing rejuvenation of the public domain, that fund of cultural material that belongs to all of us and nourishes artists of the present and future. Copyright can be a good incentive for creators, but at a certain point after the author's death, it serves the public better to remove all restrictions on its reproduction and alteration.

Canada's copyright tradition is founded on these principles from Anglo-American and Continental law, but we seem to have forgotten

See COPYRIGHT Page A11

fair employment week

The overuse and exploitation of contract academic staff is one of the biggest challenges facing the academic profession. Fair Employment Week aims to address this issue. It is a week of coordinated actions in both Canada and the U.S. Its goals are 1) to raise contingent academic labour issues nationally and locally in media and policy circles, and 2) to stimulate organizing of unorganized contract academic staff.

FEW is a highly decentralized and flexible campaign. The uniting theme of equity for contract faculty is sufficiently general to allow faculty associations to focus on the issue or issues most relevant to them, and to hold events appropriate for their situation. To find out how you can get involved visit the link listed below.

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100
EDUCATION

ACTUALITÉS

Le caucus libéral écoute les suggestions pour améliorer l'accès

« Le niveau actuel des droits de scolarité au Canada aurait empêché nombreux d'entre vous de faire les études postsecondaires que vous avez faites », a déclaré le directeur général de l'ACPPU, James Turk, aux membres du comité du gouvernement fédéral sur l'enseignement postsecondaire à l'occasion de la retraite du caucus libéral le mois dernier.

« Pour ceux et celles qui auraient pu faire des études dans ce contexte, beaucoup d'entre vous auriez choisi une carrière différente parce que vous auriez du vous endetter considérablement pour payer vos études », a-t-il ajouté.

L'ACPPU comptait parmi les 22 organismes nationaux invités à s'adresser au comité sur le thème de l'accès et sur les moyens que le gouvernement fédéral peut prendre pour assurer une plus grande accessibilité aux études postsecondaires.

Tom Breneman, président de l'Association dentaire canadienne, a dit à la vingtaine et plus de députés et sénateurs présents que les droits de scolarité des écoles professionnelles empêchent de nombreux étudiants de suivre une formation professionnelle et en forcent d'autres à lourdement s'endetter ainsi qu'à modifier leur plan de carrière.

« Quand j'ai été admis au programme d'art dentaire à l'Université du Manitoba, les droits de scolarité s'élevaient à environ 500 \$ par année. Ma famille n'était pas particulièrement riche, de sorte que 500 \$ ce n'était pas rien, mais c'était supportable », a confié M. Breneman.

« À la fin de mes études, mes dettes s'élevaient à environ 3 000 \$, ce qui représentait à peu près 10 p. 100 de ce que je pouvais espérer gagner en une année d'exercice. Aujourd'hui, en raison des droits de scolarité actuels et d'autres frais scolaires, les dettes de nombreux étudiants et étudiantes équivalent à deux ou trois années de revenu. C'est ce qui explique pourquoi les régions moins populées et rurales sont aux prises avec des pénuries de main-d'œuvre et que de nombreux diplômés choisissent de s'établir dans les grands centres urbains. »

Le président national de la Fédération canadienne des étudiantes et étudiants, Ian Boyko, a désapprouvé certains présentateurs qui ont réduit l'accès à une question de « capacité » plutôt que de coût.

« Quand il en coûte 22 000 \$ pour étudier dans une faculté de droit, les Canadiens et Canadiennes ne sont pas en train de répéter la réplique de l'AUCC et de l'ACC « l'accès à quoi? ». Les droits de scolarité sont un obstacle financier et le rapport qualité/capacité est un débat d'un tout autre ordre », a-t-il affirmé.

Il s'est dit préoccupé en outre par la suggestion selon laquelle le relèvement de la limite des prêts était un moyen efficace de palier le problème.

« Nous estimons que le relèvement de la limite des prêts équi-

vaut à jeter de l'huile sur le feu pour l'éteindre », a soutenu M. Boyko.

Norman Riddell, directeur général de la Fondation canadienne des bourses d'études du millénaire a dit au comité que l'accès ne consistait pas seulement à trouver une place à chaque personne qui souhaite aller à l'université, mais il s'agit aussi de fournir un accès équitable. Il a souligné que l'on formait des attentes irréalistes quant à la capacité de payer des parents, dans certains cas cela représente 50 p. 100 du revenu après impôt.

Jim Turk a rappelé aux membres du comité le rôle décisif qu'a joué le financement fédéral, et ce dès les années 1950, dans la transformation de l'enseignement postsecondaire au Canada. De peu d'envergure et très élitaire, il est devenu un système large et de qualité. Il a toutefois prévenu que la situation était en train de se renverser à cause des coupes sombres que le fédéral a effectuées depuis dix ans.

Il exhorte le comité à appuyer un nouveau mécanisme de financement, sur le modèle de la Loi canadienne sur la santé et le Transfert canadien en matière de santé, qui énoncerait des lignes directrices nationales et qui établirait un fonds national de paiements de transfert réservé à l'éducation.

« Le gouvernement fédéral pourra ainsi accroître ses dépenses tout en ayant la garantie que ses contributions serviront à financer un système d'éducation de grande qualité, public, équitable et accessible, que les Canadiens et Canadiennes veulent, dont nous avons besoin et que nous méritons », a affirmé M. Turk.

Parmi les commentaires qui ont suivi les présentations, le sénateur Laurier LaPierre a qualifié le système « d'immoral », en faisant référence à la prolifération des différents programmes fédéraux de financement et aux droits de scolarité astronomiques.

Paul Ledwell, directeur général de la Fédération canadienne des sciences sociales, a décrit cette retraite estivale du caucus comme une bonne occasion de saisir non seulement les membres du comité sur l'enseignement postsecondaire mais aussi d'autres députés et sénateurs, y compris les ministres du cabinet, des questions fondamentales.

« La réunion de cette année a clairement fait comprendre que la capacité de nos universités était déficiente et qu'il n'existe pas de bon mécanisme pour assurer une aide financière de base à nos établissements », a déclaré M. Ledwell. « Les sciences sociales et humaines ressentent particulièrement les effets de ces lacunes. »

Le président du comité, Peter Adams, député de Peterborough, a promis de veiller à ce que les questions relatives à l'enseignement postsecondaire demeurent bien en vue dans l'ordre du jour des membres du caucus libéral. ■

English on page A1.

NEWS ACTUALITÉS

Chun Wins Full Settlement at U of T

DR Kin-Yip Chun has won a full settlement of his long-standing grievances with the University of Toronto's physics department, the day after CAUT announced the distinguished members of an independent committee of inquiry set up to investigate the situation and issue a report.

"I am delighted the matter appears to have been resolved so that I can get on with my teaching and my research," Chun said.

The settlement provides for an extension of Chun's current appointment as an associate professor (non tenure stream) to June 30, 2006. He will also have an additional year to fulfill the requirements necessary to extend his appointment beyond 2006 until his date of retirement.

In addition, U of T affirmed that Chun is a "full" member of the graduate department of physics and will be treated like others of similar status, including access to appropriate office and lab space, the right to attend faculty meetings and other

departmental events, the right to a faculty library card and the right to supervise graduate students and teach graduate courses.

Should any dispute arise about the terms of the settlement, mediator and former Ontario Court of Appeal judge George Adams is empowered to issue summary decisions that will be binding on all parties.

The independent committee of inquiry, which was established by CAUT's executive committee in June 2003, has decided to remain in place until it is satisfied the terms of the settlement are being implemented.

Members of the committee of inquiry are Philip W. Anderson, Nobel laureate and Emeritus Professor of Physics, Princeton University; William Black, Professor, Faculty of Law, University of British Columbia; and, Constance Backhouse, Distinguished University Professor, Faculty of Law, University of Ottawa. ■



Kin-Yip Chun

New Secretary Appointed



CAUT has appointed Jocelyne Fortier to the newly-created position of secretary in the area of health and safety and in the publications department. Jocelyne holds two Bachelor of Arts degrees from the University of Ottawa, and before assuming the position at CAUT in July, served for more than 10 years in various administrative capacities at the university. For eight years prior to that, she taught at the Ontario Business College. Jocelyne, who is fluently bilingual, will act as circulation coordinator for the Bulletin and provide administrative support to the managing editor and the occupational health and safety officer. ■

Version française à la page A10.

Des politiques tordues dévaluent l'enseignement

DS Suite de la PAGE A3

connaissances et de la formation de la population, outre leur rôle dans le développement économique. Il est regrettable que cette même philosophie soit présente dans la stratégie d'innovation du gouvernement.

Le gouvernement fédéral semble préconiser une stratégie, sans consultations ou débats publics, consistant à créer un système universitaire à deux vitesses. Une première catégorie englobera les universités vouées uniquement à l'enseignement et la deuxième comportera des établissements ou l'enseignement sera fourni par des chargés de cours alors que des professeurs permanents effectueront de la recherche commercialisable et brevetable au profit de l'université et de l'économie. De plus, des sommes d'argent seront réservées aux collèges ayant des programmes de deux ans qui s'occupent d'une grande partie de l'enseignement en vertu d'ententes d'articulation ou qui, dans certains cas, deviendront des établissements conférant des grades, mais voués uniquement à l'enseignement. Le Programme des chaires de recherche du Canada illustre bien ce mouvement de pensée. Les premières règles de base interdisaient d'enseigner aux titulaires des chaires.

Les politiques furtives du gouvernement fédéral semblent vouloir suivre la stratégie du gouvernement

Blair, au Royaume-Uni, qui vise à créer un système universitaire à deux vitesses. Dans les deux cas, les bureaucraties invoquent une étude métaphysique¹ pour justifier leurs décisions. Se fondant sur des recherches menées dans les années 1970, les auteurs de l'étude n'ont constaté qu'une légère corrélation entre les résultats de la recherche et l'efficacité de l'enseignement. Bien que d'autres aient souligné les nombreux problèmes de cette étude, celle-ci continue d'être évoquée dans les documents de politique. Des études plus qualitatives révèlent d'une manière constante que les étudiants veulent participer aux projets de recherche et sont conscients de la valeur de l'engagement de leurs professeurs dans la recherche. De fait, des organismes telle l'Association to Advance Collegiate Schools of Business, située aux États-Unis, comptent parmi leurs critères d'agrément les possibilités de recherche au premier cycle.

La recherche profite aux diplômés en leur permettant de participer aux plus récentes découvertes dans leur domaine et de les mettre à l'essai sans devoir attendre pour en prendre connaissance deux ou trois ans plus tard lorsque les nouveaux manuels sortent des presses. La recherche aide les étudiants du premier cycle à cultiver leur pensée critique et leur enseigne comment rassembler et assimiler l'information. En se démar-

dant si de bons chercheurs font de bons enseignants, ou vice versa, on ne fait rien de moins que de brouiller les pistes. On s'écarte de la vraie question, à savoir qu'est-ce qui différencie l'enseignement postsecondaire d'autres secteurs du système éducatif : un enseignement de grande qualité intervient dans un environnement de recherche actif qui incite les étudiants à relever des défis et à mettre en doute le statu quo.

Au lieu d'instaurer des politiques qui concentrent la recherche entre une poignée d'établissements élus, les gouvernements devraient en élaborer qui renforcent la capacité de recherche à la grandeur du système postsecondaire et qui empêchent l'enseignement et la recherche de se fragmenter davantage. Ces politiques pourraient comprendre un plus grand soutien pour la collaboration avec les professeurs des établissements « voués à l'enseignement seulement » et pourraient accorder plus de poids à l'art d'enseigner dans les universités spécialisées en recherche.

La position peu judicieuse consistant à séparer la création du savoir de sa diffusion par l'enseignement n'aura que des conséquences négatives pour l'enseignement postsecondaire et pour le pays. ■

I. Hattie, J. and Marsh, H.W. (1996) *The Relationship Between Research and Teaching: A Meta-Analysis*. *Review of Educational Research*, 66(4), p. 507-542.

Acadia Faculty Reject Contract

Agreement seen as 'serious attack on the quality of education.'

FACULTY members at Acadia University have voted 90 per cent against ratifying an agreement reached two months ago between negotiators for the Acadia University Faculty Association and the university's board of governors.

Union president Janice Best said the faculty association's 10-member executive recommended rejecting the tentative agreement because it was viewed as "a serious attack on the quality of education at Acadia University."

In a meeting with university president Gail Dinter-Gottlieb, Best asked that the formal bargaining process the two parties began in May be resumed as soon as possible.

AUFA represents 240 full time faculty members, professional librarians and instructors and 61 part-time faculty members. ■

CAUT Hires Health & Safety Officer



Laura Lozanski has joined CAUT as Occupational Health & Safety Officer.

Lozanski coordinated health and safety in more than 60 workplaces in eastern Ontario, implemented occupational disease and injury tracking programs in each and developed worker occupational health and safety training programs.

She has been a health and safety instructor with the Ontario Workers Health and Safety Centre and has worked with unions in developing health and safety manuals.

She has served as a member of the board of the Belleville General Hospital, executive board member of the Hastings and Prince Edward Health Council and recently returned from leading a team of health professionals to remote regions of Guyana, South America, to provide basic medical care.

Lozanski, with more than 15 years experience in occupational health and safety, will provide local associations with a blend of technical information and training sessions, with a focus on protecting the health and safety of their members. ■

Version française à la page A10.

CAUT Supports 'No Sweat' Campaign

AT its June meeting, the CAUT executive committee voted to support the No Sweat campaign against the exploitation of textile workers.

Organized by the Maquila Solidarity Network, the Union of Needletraders, Industrial and Textile Employees, the Canadian Labour Congress, Oxfam Canada and Students Against Sweatshops, the campaign is pressuring retailers, public institutions and manufacturer-

ers to stop selling or buying products made with child and "sweat" labour.

Across Canada, university students, staff and faculty have been pressuring campus officials to adopt a No Sweat purchasing policy requiring companies producing goods that bear the university name to abide by basic labour laws.

No Sweat policies have been adopted by the University of Al-

berta, Laurentian, Western Ontario, Waterloo, Guelph, Toronto, Dalhousie, Montreal, Memorial and McMaster. Campaigns are currently underway at Simon Fraser, Ryerson and Queen's.

"CAUT is urging local faculty associations to support No Sweat initiatives where they exist," said James Turk, executive director of CAUT. "Where they don't, we encourage faculty associations to help launch them."

Turk said CAUT will be sending No Sweat campaign packages to each member association this fall. ■

For more information on No Sweat campaign, sweatshops and worker abuses visit Maquila Solidarity Network (www.maquilasolidarity.org/campaigns/nosweat/), UNITE Canada (www.unite-svt.org/En/STOP_SWEATSHOPS/stop_sweatshops.htm), Global Exchange (www.globalexchange.org/campaigns/sweatshops/).

Version française à la page A10.

NEWS ACTUALITÉS

Noble Inquiry Report Released

CAUT has released on its web site the Report of the CAUT Academic Freedom and Tenure Committee into Complaints Raised by Professor David Noble against Simon Fraser University Regarding Alleged Infringements of Academic Freedom.

Professor Noble initially contacted CAUT in March 2001, with concerns that his academic freedom was violated during the search process for the J.S. Woodsworth Chair in the Humanities at Simon Fraser University. CAUT's Academic Freedom and Tenure Committee appointed a committee of inquiry to investigate, composed of the Honourable Howard Pawley, former premier of Manitoba and adjunct professor of political science at the University of Windsor, and Gordon Shrimpton, professor of Greek and Roman studies at the University of Victoria and speaker of CAUT Council.

The 32-page report released this month says Noble's academic freedom was violated in the appointment process for the Woodsworth chair. The report also found that the appointment process failed to adhere to established academic practice on several counts and violated CAUT policies.

The report recommends that Noble should be offered the appointment that there should be a thorough review of SFU's appointments policies, that there should be training of staff members who sit on appointment committees and that CAUT should review its policies

and model clauses in light of the findings of the inquiry.

The report was completed in March 2003, and circulated in April for commentary to Noble, SFU and the Simon Fraser University Faculty Association. A month later, in response to a willingness by SFU to discuss implementing the recommendations of the report, CAUT president Victor Catano and Neil Tidwell, professional officer for CAUT's AF&T committee, met with senior university officials and representatives of the faculty association.

Initial discussions on SFU's appointments policies were productive.

John Waterhouse, vice-president academic at SFU, stated recently, "I very much appreciated CAUT's initiative last May when President Catano and Mr. Neil Tidwell travelled to SFU in an effort to resolve outstanding concerns. One positive outcome to this meeting was a joint undertaking by SFU and its faculty association to work cooperatively in assessing the policy recommendations set out in the CAUT report."

This positive note was echoed by faculty association president Drew Parker.

"SFUFA recognizes inconsistencies in some of the policies and procedures surrounding the appointment of an endowed chair with tenure, and is working with the administration to resolve these," Parker affirmed. "Several policies have already been clarified. It is our goal to insure future procedures

are clearly codified, understood and followed."

The parties did not reach agreement on how Noble could be involved in negotiations to address the report's recommendations on the fact that he was not appointed to the J.S. Woodsworth Chair. Noble's subsequent premature release of his copy of the report ended discussion between the parties.

According to Noble, "The CAUT report on the SFU case is an important contribution to the cause of academic freedom in Canada, as an illustration of how the commercialization of universities compromises academic integrity. I urge CAUT members to read it."

"It should be stressed that what happened at SFU is by no means unusual, except for its having been exposed. The full account, especially of the commercial connections, will be made public in the course of my lawsuit."

Catano notes, "The report identifies that Professor Noble was inappropriately denied a position, which should be rectified and that changes need to be made in SFU's policies to prevent similar problems in future. On our attempts to resolve the policy issues, we are pleased with the cooperation we received from the university's senior administration."

Catano also says CAUT has undertaken a review of its own policies in light of the report's findings. ■

The report is available at www.caut.ca.

Liberal Caucus Hears Call for Accessibility

From PAGE A1

"When tuition fees are \$22,000 for law school, Canadians aren't repeating the AUCC/ACCC line 'Access to what?' Fees are a financial barrier, and quality/capacity is a different discussion," he argued.

He also expressed concern with the suggestion that raising loan limits was an effective way to deal with the problem.

"We feel increasing the loan limit is like trying to put out a fire with gasoline," contended Boyko.

Norman Riddell, executive director of the Canada Millennium Scholarship Foundation, told the committee that the issue of access is not just finding a place for everyone who wants to attend, but it also involves providing equitable access. He pointed out there were unrealistic expectations about what parents can afford — in some cases amounting to 50 per cent of after-tax income.

In summing up, Turk remi-

nded committee members of the decisive role federal funding played, beginning in the 1950s, in the transformation of Canadian post-secondary education from a small, highly elite system into a broad-based and high quality one. But he also warned this is being reversed because of the severe federal cutbacks in the past decade.

He urged the committee to support a new funding mechanism, based on the model of the Canada Health Act and the Canada Health Transfer, that would spell out national guidelines and a dedicated Canada Education Transfer fund.

"This will allow the federal government to increase its spending with the assurance that federal contributions will be used to support a high quality, public, equitable and accessible system that Canadians want, and which we need and deserve," Turk said.

In comments after the presentations, Senator Laurier LaPierre said the system was "immoral." ■

speaking of the proliferation of different federal funding programs and skyrocketing fees.

Paul Ledwell, executive director of the Canadian Federation of Humanities and Social Sciences, described the summer caucus as good opportunity to get the key issues before not only members of the post-secondary education caucus committee but also other members and senators, including cabinet ministers.

"This year's meeting was particularly clear in conveying the lack of capacity in our universities and the lack of a good mechanism that ensures core financial support for our institutions," Ledwell said. "The effects of this gap are especially being felt in the humanities and social sciences."

Committee chair Peter Adams, the MP for Peterborough, promised to ensure that post-secondary issues will remain prominently before members of the Liberal caucus. ■

Version française à la page A4.

Le prix Sarah-Shorten est décerné à Ursula Franklin

URSULA Franklin, éminente scientifique, humaniste et féministe, est la 12^e récipiendaire du prix Sarah-Shorten de l'ACPPU. Réputée pour ses réalisations dans le domaine de la métallurgie, Ursula Franklin s'est employée inlassablement à apporter une voix humaniste et féministe au monde de la science.

En 1967, elle est la première femme nommée au département de métallurgie et de science des matériaux de l'Université de Toronto. En 1984, elle devient la première femme à obtenir le titre de « professeur hors rang », la plus grande distinction octroyée par l'Université de Toronto.

Elle a mené sa carrière scientifique et pédagogique en étant profondément convaincue que chaque personne, qu'elle soit scientifique ou non, doit examiner à fond les conséquences de la science et de la technologie.

Spécialisée dans l'étude des métals et des alliages, elle jette les bases de l'archéométrie, qui applique à l'archéologie les techniques modernes utilisées dans l'analyse des matériaux.

À la fin des années 1960, elle met à contribution ses connaissances pour aider à étudier, dans les dents des enfants, les niveaux strontium 90, substance radioactive contenue dans les retombées des essais nucléaires. Cette étude a joué un rôle de premier plan dans les démarches entreprises par le gouvernement américain en vue d'arrêter les essais nucléaires dans l'atmosphère.

Elle participe activement à des organismes tels le Science for Peace and Pollution Probe, et fournit une expertise technique à de nombreux groupes communautaires sur des questions comme la pollution et la radiation.

En 1989, Ursula Franklin donne les Conférences Massey, qui sont d'abord diffusées à l'émission radiophonique « Ideas » de la CBC, avant d'être réunies dans un livre. Dans cette série de conférences intitulée « The Real World of Technology », Mme Franklin essaie de comprendre la manière dont la science et la technologie façonnent notre société et sont, à leur tour, façonnées par les exigences de cette dernière.

Sur la question de la place des femmes dans la science, elle estime que les femmes de science utilisent les outils de la science pour répondre à des questions que ne peuvent poser leurs homologues masculins. Elle fait remarquer que les femmes apportent à la science un esprit de coopération, ainsi qu'une préoccupation pour les liens existant entre les connaissances acquises et leur incidence potentielle sur les communautés, plutôt que leur effet



Ursula Franklin

sur la vie économique. Parlant de l'histoire de la participation des femmes aux activités scientifiques, Mme Franklin soutient que les femmes ont ouvert des champs nouveaux dans la recherche interdisciplinaire et apporté dans ce domaine quelques-unes des contributions les plus précieuses.

Mme Franklin a reçu un grand nombre de distinctions et d'honneurs, notamment l'Ordre du Canada, l'Ordre de l'Ontario, le prix du Gouverneur Général, la médaille Pearson pour la paix et plus d'une douzaine de grades honorifiques. En 1995, le Conseil scolaire de Toronto donnait à une nouvelle école publique le nom d'« Ursula Franklin Academy ».

Ursula Franklin est l'une des forces motrices qui tentent de modifier de nombreux aspects de la vie universitaire des femmes : elle s'est battue pour mettre au jour et pour éliminer la discrimination en matière de salaires et d'avantages sociaux à l'égard des femmes. Dans le domaine du génie, elle a œuvré dans une discipline à laquelle peu de femmes accèdent. Elle a été sensible au fait que les réalisations d'autres femmes ne sont pas reconnues et s'est employée à apporter une voix humaniste et féministe au monde de la science.

« Mme Ursula Franklin est une femme réellement extraordinaire dont la contribution au sein de nos universités canadiennes, en tant que scientifique, professeure et innovatrice, a été exceptionnelle », a déclaré Edith Zorychta, présidente du Comité du statut de la femme de l'ACPPU. « Elle est également l'une de nos militantes de la cause des femmes les plus influentes et les plus efficaces. C'est donc un honneur pour nous de lui décerner le prix Sarah-Shorten. »

Mme Franklin a reçu le prix le 2 mai, lors de l'assemblée de 2003 du Conseil de l'ACPPU. ■

Traduit de l'article « CAUT's Sarah Shorten Award Goes to Ursula Franklin » (Bulletin de l'ACPPU, juin 2003).

HOMEWORK!

The Slow Clock

A clock loses four minutes every hour. It was set to the correct time at 8:30 this morning. What will the actual time be when the clock shows that it is noon?

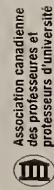
Homework!, a regular feature of the Bulletin, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page A8.



On vous a offert un emploi?

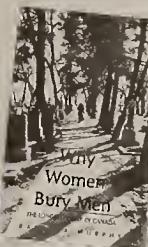
Avant de signer un contrat, lisez le guide de l'ACPPU — Comment négocier le salaire de départ.

Téléchargez la publication à partir de www.cauf.ca ou communiquez avec Louise D'Anjou (danjou@cauf.ca).



BOOKSHELF COIN DES LIVRES

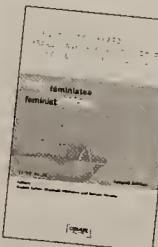
QUICK REVIEWS



Why Women Bury Men: The Longevity Gap in Canada

Barbara Murphy. Winnipeg: J. Gordon Shillingford Publishing Inc., 2002; 143 pp.; paper \$17.95 ca.

Because they live, on average, six years longer than men, most women will spend the last years of their lives alone. Biologically, women are the stronger sex, but the six-year difference in longevity has less to do with biology than with lifestyle. *Why Women Bury Men* looks at the risk factors for the leading causes of death in Canada — smoking, heavy drinking, over-eating and careless driving — and finds men are over-represented. Socialized to be risk-takers, men make lifestyle choices that lead to premature death and take away precious years of active life gained with each new generation.



Seen But Not Heard: Aboriginal Women and Women of Colour in the Academy

Rashmi Luther, Elizabeth Whitmore & Bernice Moreau, eds. Ottawa: Canadian Research Institute for the Advancement of Women, 2003; 112 pp.; paper \$13.95 ca.

This book, the proceedings of a symposium, focuses on the experiences of women of colour and Aboriginal women scholars with issues of equity in the academy. With anti-racist feminism as a theoretical framework, the discussion begins with a summary of the editors' research on the experiences of faculty of colour and Aboriginal faculty in Canadian universities. The presentations of four invited speakers follow. Paulette Monture-Angus describes her struggles with the process in securing tenure, as an Aboriginal woman. Sherene Razack analyzes the role of the "Native Informant" and the spaces that racialized immigrant women are allocated in the university. Wanda Thomas Bernard shares her personal struggle with the daily obstacles, the visible and invisible demands on her time and her reclaiming of hope as a form of resistance in the university. Finally, Joanne St. Lewis shows us how systemic racism in the university is demonstrated in the way we do our scholarship, our teaching, our interaction and in every area of our historical and present existence "in the belly of the beast." This book concludes with a summary of the major themes and calls for "a new beginning," guided by the analysis and strategies presented.



Pédagogies.Net : L'essor des communautés virtuelles d'apprentissage

Alain Taurisson et Alain Sentené, rédacteurs. Québec : Presses de l'Université du Québec, 2003; 336 p.; 35 \$ CAN (cartonné).

Au-delà des contraintes liées au temps ou à l'espace, que l'on vive dans une région isolée ou dans une mégapole, ce qui jusqu'à présent n'appartenait qu'au rêve deviendrait possible : connaître l'inaccessible, se familiariser avec la culture de l'autre, trouver son public et se choisir les meilleurs maîtres. L'horizon de l'école pourrait s'élargir, l'enseignement à distance et la formation continue trouveraient enfin leur cadre naturel. Mais la réalité a des ces durées. Il apparaît rapidement qu'il ne suffit pas de mettre à la disposition d'un groupe des outils de communication pour que des élèves travaillent et apprennent ensemble. Il faut créer des cadres plus structurés. Il faut réfléchir. Il faut théoriser. Il faut innover. Il faut expérimenter. C'est ce dont vont rendre compte cet ouvrage collectif. Nous avons choisi de céder la parole à des chercheurs en contact avec le monde de l'éducation afin de mettre en évidence quelques possibilités radicalement nouvelles tout en conservant l'esprit critique et en explicitant les objectifs éducatifs qui transcendent les époques et les technologies.

Quick Reviews produced from information supplied by publishers.

Case Studies in Mobilization



Cogs in the Classroom Factory: The Changing Identity of Academic Labor

Deborah M. Herman & Julie M. Schmid, eds. Westport, Connecticut & London: Praeger Publishers, 2003; 232 pp.; hardcover \$66.95 us., £43.25.

By ALAN SEARS

THE character of academic labour is changing dramatically in the context of capitalist restructuring and new patterns of corporate globalization. This book tracks the ways academic workers have responded to these changes through union mobilization. The major focus of the collection is a series of case studies of campus mobilization, primarily from the United States but including one from Canada. Editors Deborah Herman and Julie Schmid use the introduction to do a useful job of setting the case studies in the context of wider analysis that links these mobilizations to the restructuring of academic work in the context of a changing world.

One of the most striking aspects of restructuring, even more in the United States than in Canada, has been the shift towards contingent workers, increasing the role of part-time and limited-term employees. This trend is not limited to academic work, but is tied to the spread of lean production methods that stress speed-up, the minimization of what is termed "waste," and the development of increased workforce flexibility through multi-skilling and the expanded use of contingent employees.

Most of the studies in this book examine cases of mobilization by contingent academic workers, including graduate part-time and limited-term employees. The increased casualization of employment in post-secondary education has made it more difficult to sustain illusions that academic work is exceptional, organized around apprenticeship, ideals of scholarship and norms of collegiality. One of the recurring themes in this book is the shift in identity as academic workers develop a new sense of themselves through collective action and challenge the individualist and competitive culture of the post-secondary workplace.

The contributors raise important questions about the relationship between contingent and permanent workers in the context of academic restructuring. One of the features of lean production as a management strategy is that it allows employers and state policy-makers to postpone confrontation with the most powerful groups of workers by developing a contingent workforce to absorb at least some of the shocks of restructuring, work intensification and deteriorating working conditions. Wesley Shumar and Jonathan Church point out in their insightful article, "... university professors have thus far been able to imagine themselves as less affected by transnationalism ... because the flexible workforce (part-time and temporary faculty) has made it possible for the universities to maintain the traditional system of tenure and low teaching loads." (p. 24)

Academic restructuring, then, can place permanent faculty in a contradictory position as it might be possible (at least for a time) for them to defend their own conditions while those of the contingent academic workers and other university staff around

them deteriorate. At the same time these processes can create new kinds of worker consciousness among permanent faculty in the face of increased precariousness, greater competitive pressures, new standards of "relevance" in teaching, greater emphasis on new teaching technologies and a new culture of research entrepreneurship. The article by Darla Williams provides a useful example of mobilization of full-time faculty. Mike Burke and Joanne Natman provide an important examination of the way the contradictions in the situation of permanent faculty can play out, examining the development of a two-tiered contract at Ryerson University.

This collection, written by activists, reminds us constantly that mobilization can lead to real changes for the better. Jo Berry draws inspiration for her own experience of organizing contingent faculty from important historical victories in which workers have overcame casualization through collective struggles, such as the mobilization of dockworkers in the 1934 San Francisco General Strike. William Vaughn shows that organization and member activism can succeed even where the law seems aligned against academic workers, for example in recognition battles in which employers seek to defeat graduate-employee unionization by claiming they are students rather than workers.

Many of the chapters show the importance of union democracy and real membership mobilization in the struggles of academic workers. Graduate-employee organizing has provided some inspiring examples of participatory mobilization of union members and bargaining strategies based on transparency and democracy. Richard Sullivan shows in his chapter that a business union approach and lack of democratic activism can be particularly deadly in this kind of workplace, leading to a hollow shell of a union without serious member participation. The very features that make graduate-employee and contingent worker organizing so difficult, including high turnover and a scattered and very differentiated workforce, can also impel activists towards creative and democratic methods that provide an important model for other worker activists.

This book combines valuable case studies with useful and suggestive analysis of the contemporary process of academic restructuring. I would have liked to see a bit more on the place of students in these struggles and the challenge of building effective solidarity as they face tuition increases driven by user-pay ideology, impersonal and overcrowded classrooms and overwork as they balance jobs, life and school. Many students have their own experiences of contingent work as they try to earn a living while at school. Overall, this book is a powerful tonic for those days where you feel worn down by the grind and resigned to the inevitability of the changes we confront. ■

Alan Sears is the co-ordinator of labour studies at the University of Windsor and author of *Retooling the Mind Factory: Education in a Lean State* published by Garamond.

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ACTUALITÉS

L'ACPPU défend des universitaires mêlés à une importante poursuite

À la Suite de la PAGE A1

la maîtrise en anglais, suivait le cours de stratégies en théorie littéraire, un cours de 2^e cycle donné par la professeure Lorraine Weir.

D'après sa déclaration, Cynthia Maughan prétend que la professeure Weir a agi de manière discriminatoire à son égard. Elle mentionne, par exemple, que Mme Weir a permis aux étudiants d'avoir un cours spécial un dimanche, auquel Cynthia Maughan ne s'était pas opposée au départ et même si Mme Weir lui a demandé de remettre un travail personnel au lieu d'assister à ce cours lorsque l'étudiante lui a fait part de ses réserves.

Mme Maughan a également contesté les commentaires négatifs que la professeure a écrits sur ses travaux ainsi que les préoccupations que cette dernière a exprimées parce que l'étudiante refusait de participer aux discussions en classe.

Mme Maughan a interjeté appel devant le comité sur l'équité du département d'anglais, la faculté des études supérieures et le comité des appels du conseil d'université de l'UBC avant d'intenter sa poursuite. Chacun de ses appels se fondaient sur des motifs quelque peu différents. Dans chaque cas, l'appel a été rejeté.

Le département d'anglais et la faculté des études supérieures ont conclu que la professeure Weir n'avait pas malagi. Le comité du conseil d'université, tout en relevant l'appel, a formulé des commentaires additionnels qui critiquaient Mme Weir pour avoir omis d'ouvrir en temps opportun une pièce jointe à un message électronique de l'étudiante. Il a en outre critiqué le département d'anglais pour s'en être pris à la personnalité de Mme Maughan.

Les accusations de Cynthia Maughan contre les trois autres membres du corps professoral découlent des appels. Elle a cité deux des professeurs parce qu'elle s'oppose aux lettres qu'ils ont soumises aux organes d'appels. La troisième professeure est citée parce

qu'elle aurait montré de l'antipathie envers la plaignante lors de son premier appel au département d'anglais.

Mme Maughan prétend en outre que l'UBC n'a pas pris les mesures nécessaires contre un étudiant diplômé qui a affiché un document dans une liste fermée de diffusion réservée aux étudiants diplômés en novembre 2000. Elle estime que ce document, qui critiquait également un candidat chrétien à une élection à l'époque, est discriminatoire à l'endroit des chrétiens.

Cynthia Maughan est représentée par M. Gerald Chipeur, un constitutionnaliste renommé qui exerce à Calgary. Il est également fellow de l'International Academy for Freedom of Religion and Belief et administrateur du Canadian University College.

La poursuite a fait largement les manchettes, notamment dans le National Post qui titrait « Christian 'Exposed to Contempt' » et dans le Report (Alberta), « Let's hope Cynthia Maughan beats the Christian-bashers at UBC ». Le Midwest Conservative Journal and Liberty (É.-U.) : A Magazine of Religious Freedom en a parlé et l'affaire a été mentionnée dans le site Web du Ku Klux Klan sous la rubrique des nouvelles internationales touchant les chrétiens blancs du monde entier.

Au départ, l'université fournit les services d'un avocat pour elle-même et pour les quatre membres du corps professoral. Or, l'ACPPU et l'association des professeurs de l'UBC ont convenu que les graves problèmes de liberté universitaire soulevés par cette affaire exigent que les quatre professeurs soient représentés par un avocat indépendant et que l'ACPPU en assume la responsabilité. L'association a donné 50 000 \$ à l'ACPPU afin de l'aider à payer les services d'un avocat indépendant pour les professeurs. S'il n'est pas nécessaire d'utiliser intégralement cette somme pour cette affaire, le reste sera versé au Fonds de la liberté universitaire de l'ACPPU. ■

Answer to Homework!

From page A6. Since the clock records 14 minutes of every 15 minutes of real time, the actual time elapsing over a period is $15/14$ of that shown by the clock. Thus, in the 3.5 hours shown by the clock, $(15/14) \times (7/2) = 15/4$ hours actually have elapsed. Thus, the actual time is 12:15 p.m.



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NEWS ACTUALITÉS

Koren Reprimanded by Ontario College of Physicians & Surgeons

THE Ontario College of Physicians and Surgeons has formally reprimanded University of Toronto professor of medicine Dr. Gideon Koren. He had written anonymous harassing letters about Dr. Nancy Olivieri and three colleagues during Olivieri's dispute with the Hospital for Sick Children, the University of Toronto and Apotex Inc. He then had lied repeatedly to conceal his responsibility. The college also cited him for additional misconduct, in research.

Koren's actions described as 'childish, vindictive and dishonest'

The penalty had been jointly proposed to the college discipline committee through prior agreement between counsel for Koren and counsel for the college. In its decision, the discipline committee said it was "deeply troubled by this case" and "seriously considered administering a more severe penalty" than that proposed to it, as it wished "to express unequivocally its condemnation of Dr. Koren's misconduct."

"It defies belief that an individual of Dr. Koren's professed character and integrity could author such vicious diatribes against his colleagues as he did in the 'poison pen letters,'" the committee wrote in its decision.

The committee described Koren's actions as "childish, vindictive and dishonest" and noted that "only when confronted with irrefutable scientific evidence of his guilt did he admit he was the perpetrator" of the letter campaign.

Although Koren's lawyer said his client felt "extreme remorse," the committee pointed out that it "did not hear directly from Dr. Koren as to his remorse and the agreed statement of facts were silent on this issue."

The college's finding of research misconduct was in relation to a study on a drug to treat a blood disorder in children that Koren and Olivieri had once collaborated on. Olivieri identified risks that the drug was ineffective and caused liver damage, and voiced her concerns despite legal warnings from its maker, Apotex. Koren differed and, contrary to accepted norms, published an article on the drug using data from other researchers including Olivieri, without their knowledge or consent.

The Koren case only came to the college's discipline committee after three of the victims of the anonymous letter campaign appealed the decision of the college's complaints committee not to refer the Koren matter for discipline. The independent appeal board agreed with Drs. Peter Durie, Brenda Gallie and Helen Chan, and ordered the college to forward the matter to the discipline committee.

The facts before the discipline committee on research misconduct

were confined by the prior agreement between legal counsel to a public report University of Toronto dean of medicine David Naylor had made to his faculty council. Dean Naylor reported that Koren had violated university policy in publishing his article on Apotex's drug without the "consent, review or participation" by Olivieri and two others who had generated the data. Naylor directed Koren to arrange for the journal's editor to have the article deleted from the scientific record and to send appropriate personal letters of apology.

The discipline committee did not have before it the facts that Koren had violated additional university and international norms of conduct in this publication. In *The Olivieri Report*, the committee of inquiry found that in this publication, Koren failed to disclose Apotex's financial support for his research. He also failed to cite previous publications by Olivieri and others on risks of the drug, even though he was fully aware of this information.

In a recent journal article, the *Report*'s authors, Jocelyn Downie, Patricia Baird and Jon Thompson note that in his statement to the faculty council, Naylor did not address the additional, serious aspects of research misconduct by Koren.

They note that Koren had received hundreds of thousands of dollars in funding from Apotex after the company had terminated the drug trials in its efforts to prevent Olivieri from disclosing risks to patients, as well as the hundreds of thousands of dollars in funding he had received during the trials.

Koren failed to disclose Apotex's financial support for his research.

They further note that Naylor's public statement did not address the fact that Koren had earlier appeared as senior author of conference abstracts favourable to the drug that had been drafted and coauthored by Apotex staff. His statement also did not address the fact that Koren had failed to disclose the source or purpose of a grant of \$250,000 he had received from Apotex, in the same academic year the trials were terminated and the abstracts published at a conference where the company had tried through legal warnings to prevent Olivieri's participation.

The Olivieri Report found that, ever since Apotex's dispute with Olivieri over disclosure of risks of its drug began in 1996, the company has been relying on Koren's scientific opinions to defend its drug's reputation with regulatory agencies and in court actions. This reliance results in Koren's misconduct, addressed and unaddressed, continuing to be a matter of public interest. ■

Students in for a Rough Ride

As they return to classes this fall, university students are facing the biggest increase in tuition fees in four years, reports Statistics Canada.

Undergraduate students will pay an average of \$4,025 in tuition fees this year, almost three times the average of \$1,464 reported in 1990-1991. When adjusted for inflation, fees have skyrocketed by almost 100 per cent over the same period.

The rising cost of a university education, student leaders warn, is preventing more and more Canadians from pursuing a degree.

"More than 100,000 young people are shut out of higher education every year because of financial barriers," said Ian Boyko, national chairperson of the Canadian Federation of Students. "The inability of the federal and provincial governments to work together to guarantee accessibility to postsecondary education is a disgrace."

He noted that for the second consecutive year British Columbia is posting the biggest spike in tuition fees as fees are set to rise by 30.4 per cent following last year's rise of 25.7 per cent. These increases follow in the wake of the provincial government's decision to end a six-year freeze on tuition fees in 2002.

Undergraduate tuition in Manitoba has been frozen, and will drop by 4.5 per cent in Newfoundland and Labrador, marking the fourth year in a row in which university fees in the province have remained

Average Fees 2003-2004

Program	Tuition
Agriculture	3,487
Architecture	3,586
Arts	3,810
Commerce	3,991
Dentistry	11,733
Education	3,216
Engineering	4,371
Household Sciences	3,669
Law	5,995
Medicine	9,406
Music	3,753
Science	3,954
Undergraduate	4,025
Graduate	5,199

stable or dropped. Fees also remain frozen for Quebec residents who attend one of the province's universities, but will increase by almost 3 per cent for out-of-province Canadian residents.

Meanwhile, students in Nova Scotia continue to pay the highest fees in the country at \$5,557, followed by Ontario at \$4,923.

Fees for graduate programs are also on the rise. Average graduate tuition is up 6.8 per cent from last year and now stands at an average of \$5,199, with graduate students in Ontario still paying the highest fees in the country at \$8,376.

"As a country, we need to be doing a lot more to make sure that the best and the brightest are able

to pursue advanced degrees," said CAUT president Victor Catano. "Admission to any university program must be based on a student's academic ability, not their family's ability to afford it."

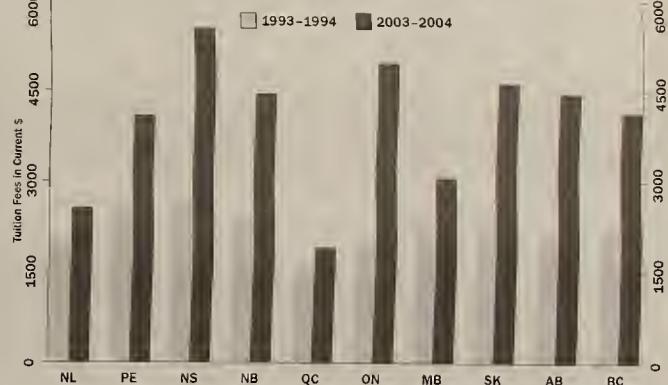
He also noted that tuition fees for law, dentistry and medicine are rising sharply. Average tuition fees in medicine will rise 16.7 per cent while law students will pay a 19.4 per cent increase. Dental students are facing a year-over-year increase of almost 21 per cent with fees now averaging more than \$11,000.

"The rise in tuition at professional schools isn't just closing the door on students from less wealthy families, but it's also affecting the career choices of those who can afford to attend," says Catano. "When medical students can expect to enter the profession with staggering debt loads of \$100,000 it comes as little surprise that we now have the lowest number of students intending to practice family medicine."

Statistics Canada also reports that undergraduate students will pay an average of \$623 in additional compulsory fees for the coming academic year, up 9 per cent from last year. Fees for services include recreation and athletics facilities, student health services, counselling and placement services, student organizations and other fees for general services on campus. ■

Versión française à la page A10.

Average Undergraduate Tuition Fees



- SOURCE: STATISTICS CANADA, THE DAILY AUG 12/2003

Albertans Question Affordability of Higher Education, Poll Shows

THE number of Albertans who think higher education remains affordable has fallen sharply over the last two years, according to survey results released by provincial officials.

In 2001, 75 per cent of Albertans polled said a post-secondary degree was within the means of most Albertans. Last year, 63 per cent thought so. This year, only 52 per cent agreed.

The province's Learning Min-

ister, Lyle Oberg, called the results "alarming," arguing people have a misconception about how much university costs. He also said the province has to reexamine its communications strategy on postsecondary tuition fees.

"We need to get more information out there about what the actual costs are of going to university," he said.

According to Statistics Canada, average university tuition fees

in Alberta have increased by 28 per cent since 1998, and by 103 per cent since 1993. A student paid an average yearly tuition of \$2,209 in 1993. This year, that average was \$4,487.

Mat Brechtel, student union president at the University of Alberta, said the survey shows "we're finally hitting the crisis point."

The poll results were released in mid-August in Alberta Learning's draft annual report. ■

NEWS ACTUALITÉS

L'ACPPU appuie la campagne « Non à l'exploitation »

LORS de sa réunion de juin, le Comité de direction de l'ACPPU a voté en faveur du soutien de la campagne contre l'exploitation des travailleurs et travailleuses du textile.

Organisée par le Maquila Solidarity Network, le Syndicat du vêtement, du textile et autres industries, le Congrès du travail du Canada, Oxfam Canada et Students Against Sweatshops, la campagne exerce des pressions sur les détaillants, les institutions publiques et les fabricants afin qu'ils cessent de vendre ou d'acheter des produits fabriqués par des enfants et de la main-d'œuvre exploitée.

À la grandeur du Canada, la population étudiante, le personnel et le corps professoral des universités pressent leurs dirigeants d'adopter une politique exigeant des sociétés qui fabriquent des produits portant le nom de l'université de respecter les lois élémentaires du travail.

Les universités de l'Alberta, Laurentienne, Western Ontario, de Waterloo, de Guelph, de Toronto, Dalhousie, de Montréal, Memorial

et McMaster ont adopté des politiques « Non à l'exploitation ». Des campagnes sont en cours aux universités Simon Fraser, Ryerson et Queen's.

« L'ACPPU conseille fortement aux associations de professeurs locales d'appuyer les initiatives dénonçant l'exploitation là où il y en a », a déclaré James Turk, directeur général de l'ACPPU. « Là où il n'y en a pas, nous invitons les associations à en organiser. »

« À l'automne, nous enverrons à chaque association membre des trousseaux sur la campagne Non à l'exploitation », a-t-il ajouté. ■

Pour en savoir plus sur les campagnes Non à l'exploitation, les ateliers de misère et l'exploitation de travailleurs et travailleuses, visitez les sites suivants : Maquila Solidarity Network (www.maquilasolidarity.org/campaign/nosweat/francais/index.htm); Approuv; SVTI Canada (www.unite-svti.org/Fr/STOP_SWEATSHOPS_FR/fr_stop_sweatshops_campaign.html); Global Exchange (www.globalexchange.org/campaign/sweatshops/).

English on page A5.

Warped Political Policies Devalue Post-Secondary Education

From PAGE A3

tem in which there will be one category of teaching-only universities and another where teaching is carried out by contingent faculty while tenured faculty pursue research that can be commercialized and patented for the gain of the university and the economy. Additionally, money is being directed into having two-year colleges undertake the major part of teaching through articulation agreements or, in some cases, becoming teaching-only degree-granting institutions. The Canada Research Chairs program is a good illustration of this thinking when the initial ground rules prohibited CRC holders from teaching.

The stealth policies of the federal government appear to be following an agenda developed in the U.K. by the Blair government to create a two-tiered university system. In both cases, bureaucrats point to meta-analytic study¹ to justify their actions. Based on research from the 1970s, the study's authors found only a small correlation between research output and teaching effectiveness. Although others have raised numerous problems with the study, it continues to surface in policy documents. More qualitative studies consistently find that students want to be involved in research projects and perceive the value of having their faculty involved in research. In fact, bodies such as the U.S.-based Association to Advance Collegiate Schools of Business use undergraduate research opportunities as one of their accreditation criteria.

Research benefits undergraduates by allowing them to exper-

ience and participate in the most recent developments in their fields without having to wait to learn about them two or three years later when a new textbook arrives on the scene. Research helps undergraduates to develop critical thinking skills and teaches them how to gather and integrate information. Asking whether good researchers make good teachers (or vice versa) is nothing more than a red herring that removes the focus from the legitimate question of what makes post-secondary education different from other parts of the educational system: high quality teaching takes place in an active research environment that stimulates students to challenge and question the status quo.

Rather than introducing policies that concentrate research in a handful of "elite institutions" governments should develop policies that would strengthen the research capacity throughout the post-secondary system and prevent the further fragmentation of teaching and research. Such policies could include greater support for research collaboration with faculty at "teaching-only" institutions and more weight given to the scholarship of teaching at research-intensive universities.

The misguided policy of viewing creation of knowledge apart from its dissemination through teaching will only have negative consequences for the post-secondary system and for the nation. ■

1. Hattie, J. & Marsh, H.W. (1996) The Relationship Between Research and Teaching: A Meta-Analysis. *Review of Educational Research*, 66(4), 507-542.

Nouvelle secrétaire

L'ACPPU a nommé Jocelyne Fortier au nouveau poste de secrétaire. Elle sera affectée au secteur de la santé et de la sécurité ainsi qu'au service des publications. Jocelyne détient deux baccalaureats en arts de l'Université d'Ottawa. Avant son entrée en fonction en juillet, elle travaillait depuis plus de dix ans à l'université, assumant diverses fonctions administratives. Auparavant, elle avait enseigné pendant huit ans à l'Ontario Business College. Bilingue, Jocelyne sera coordonnatrice de la diffusion du Bulletin et fournira un soutien administratif à la directrice-rédactrice en chef ainsi qu'à l'agente de santé et de sécurité au travail. ■

English on page A5.

CAUT Defends Academics in Major Lawsuit

From PAGE A1

Maughan's allegations against the three other faculty members arise out of the appeals. Two of the faculty members are named in her suit because of objections to letters they submitted to appeal bodies. The third faculty member is named because she is alleged to have demonstrated "antipathy toward the Plaintiff" during Maughan's initial appeal to the department of English.

Maughan also alleges UBC failed to act against a fellow graduate student who posted a document on a closed, graduate student-only list-server in November 2000 that was bitterly critical of a Christian candidate running in a political election at the time and which Maughan alleges is discriminatory against Christians.

Maughan is being represented by well-known, Calgary-based constitutional lawyer, Gerald Chipeur, a fellow of the International Academy for Freedom of Religion and Belief and a trustee of Canadian University College.

The lawsuit has drawn widespread media attention, including coverage in the National Post "Christian 'Exposed to Contempt,'" The (Alberta) Report "Let's hope Cynthia Maughan beats the Christian bashers at UBC," The (U.S.) Midwest Conservative Journal and Liberty: A Magazine of Religious Freedom, and was highlighted on the Ku Klux Klan web site under International News Affecting White Christians World Wide.

The university has provided initial legal representation for itself and for the four faculty defendants. CAUT and the UBC Faculty Association have agreed the serious academic freedom issues require that the four faculty members have independent legal counsel and that CAUT take responsibility for providing it. To assist CAUT with giving independent legal counsel to the faculty members, the faculty association has donated \$50,000 to CAUT. If all of this money is not needed for defence in this case, the remainder will be transferred to the CAUT Academic Freedom Fund. ■

La hausse des droits de scolarité est une honte

DE retour en classe, les étudiants des universités font face à la plus importante hausse des droits de scolarité en quatre ans.

Les étudiants de premier cycle paieront en moyenne 4 025 \$ en droits de scolarité pour l'année universitaire 2003-2004. Ces droits ont presque triplé par rapport à 1990-1991, où ils s'élevaient à 1 464 \$. Calculés en fonction de l'inflation, ils affichent une hausse spectaculaire de presque 100 p. 100 pour la même période.

Les dirigeants étudiants préviennent que l'accroissement du coût des études universitaires empêchera de plus en plus de Canadiens et Canadiennes d'obtenir un grade.

« Plus de 100 000 jeunes sont exclus des études universitaires chaque année à cause d'obstacles financiers », a déclaré Ian Boyko, président national de la Fédération canadienne des étudiants et étudiants. « L'incapacité des gouvernements fédéral et provinciaux à travailler ensemble pour garantir l'accès aux études postsecondaires est une honte. »

Il a fait remarquer que, pour la deuxième année consécutive, la Colombie-Britannique affiche l'augmentation la plus prononcée des droits de scolarité, soit une hausse de 30,4 p. 100, dans le sillage de la hausse de 25,7 p. 100 de l'année dernière. Ces progressions font suite à la décision du gouvernement de retirer en 2002 le gel des droits de scolarité, qui durait depuis six ans.

Les droits de scolarité du premier cycle sont gelés au Manitoba et ils diminueront de 4,5 p. 100 à Terre-Neuve et au Labrador. Il s'agit d'une quatrième année de suite où les droits de scolarité à l'université demeurent stables ou diminuent dans la province. Les droits de scolarité seront maintenus pour les résidents du Québec inscrits à une université de la province. Toutefois, les étudiants des autres provinces devront payer presque 3 p. 100 de plus.

D'autre part, les droits de scolarité moyens des étudiants de la Nouvelle-Écosse demeurent les plus élevés (5 557 \$), suivis de l'Ontario (4 923 \$).

Les droits de scolarité des programmes d'études supérieures sont également en hausse. Les droits moyens augmenteront de 6,8 p. 100 par rapport à l'année dernière, s'élevant à 5 199 \$ en moyenne. Les diplômés de l'Ontario paient les montants les plus élevés au pays, soit 8 376 \$.

« En tant que pays, nous devons faire beaucoup plus pour garantir aux meilleurs et aux plus brillants étudiants la possibilité de poursuivre des études avancées », soutient M. Catano. « L'admission à l'université doit se fonder sur le talent d'un étudiant et non pas sur la capacité de sa famille à le lui offrir. »

Il souligne également que les droits de scolarité en droit, en art dentaire et en médecine augmentent considérablement. Les droits moyens en médecine progresseront de 16,7 p. 100 alors que les étudiants en droit paieront 19,4 p. 100 de plus. Les étudiants en art dentaire sont aux prises avec une hausse annuelle de presque 21 p. 100. Leurs droits de scolarité s'élèvent à plus de 11 000 \$.

« La hausse des droits de scolarité des écoles professionnelles ne fait pas que dissuader les étudiantes et étudiants issus de familles moins nanties, elle influence aussi le choix de carrière de ceux et celles qui ont les moyens de fréquenter l'université », explique-t-il. « Lorsque les étudiants en médecine font face à des dettes stupéfiantes de 100 000 \$, il n'est donc pas étonnant que le nombre de personnes voulant exercer la médecine familiale soit au plus bas en ce moment. »

Statistique Canada révèle en outre que les étudiants et étudiantes de premier cycle paieront en moyenne 623 \$ en autres frais obligatoires pour l'année universitaire à venir, soit une hausse de 9,0 % par rapport à l'année dernière. Les frais obligatoires pour les services comprennent les frais pour les sports et les loisirs, les services de santé offerts aux étudiants, les services de counselling et de placement, les associations étudiantes et les autres frais pour les services généraux. ■

English on page A9.

Nomination en santé et sécurité au travail

L'AURA Lozanski a joint les rangs de l'ACPPU en tant qu'agente de santé et de sécurité au travail.

Elle s'est occupée de santé et de sécurité dans plus de 60 lieux de travail dans l'Est de l'Ontario, a mis en œuvre des programmes de suivi des maladies et des blessures professionnelles dans chacun de ces lieux de travail et a élaboré des programmes de formation en santé et sécurité au travail. Elle a été professeure en santé et sécurité au Ontario Workers Health and Safety Centre et a collaboré avec des syndicats à la rédaction de guides en santé et sécurité. Elle a siégé au conseil d'administration de l'hôpital général de Belleville et au con-

seil du Hastings and Prince Edward Health Council. Elle vient de revenir au pays après avoir dirigé une équipe de professionnels de la santé dans des régions éloignées du Guyana, en Amérique du Sud, afin de fournir à la population des soins médicaux de base.

Forte de plus de 15 ans d'expérience en santé et sécurité au travail, Mme Lozanski aura la responsabilité d'offrir aux associations locales un mélange d'informations techniques et de séances de formation mettant l'accent sur la protection de la santé et de la sécurité de leurs membres. ■

English on page A9.

COMMENTARY

TRIBUNE LIBRE

My Trip to Hell

Association of University Teachers (U.K.) president-elect Angela Roger goes to Colombia to visit education trade unionists living in the midst of genocide.

By ANGELA ROGER

NORMALLY, when I go abroad the most solemn advice I get is "Go to this town," "... that gallery" or "... those beaches." But when I went to Colombia, a few [months] ago, the advice I received was rather more chilling: "Never go out alone"; "Don't tell anyone where you're staying"; "Don't take anything to eat or drink from strangers."

To the uninitiated, this might sound melodramatic. But it's not. Not if you're going to Colombia as a trade unionist leader, from the education sector, visiting your counterparts. For, in Colombia, hundreds of education staff, especially if they are also trade unionists, are threatened, abducted and killed every year.

It's because of this catastrophic situation that I and eight other people — from NATFHE, Unison, War on Want and Justice for Colombia — visited the south American nation from late April to early May: to see first hand just how bad things are there for unionized educationalists, who are seen as being particular enemies of the right-wing government's attempts to privatize public services.

Throughout our visit we gathered devastating accounts of human rights abuses — at the hands of right-wing paramilitaries, supported by the secret police — and curbs on the autonomy of universities. Institutions are regularly occupied by security forces and closed to staff and students. On our visit to the Bogotá campus of the National University, for example, we saw staff and students protest at political interference from President Alvaro Vélez in the appointment of a new rector. As we left, the campus was being cleared by heavily-armed riot police, with fearsome tanks poised at the



Action Direct

Identify a person in your association to be responsible for circulating, and responding to, e-mail alerts about Colombian university staff.

Establish connections with Colombian colleagues, perhaps through twinning arrangements with Colombian universities, and identify Spanish speakers in your association who can communicate directly with our Colombian counterparts.



Paramilitaries are responsible for the majority of the murders of labour leaders in Colombia.

gates. Our translator explained that secret service agents would point out the student leaders — who would be arrested and never seen again.

While we were in Colombia, we heard the most harrowing tales, many of them first hand. There was one concerning 22 students who disappeared in a forced eviction from the National University. Then there was one about a woman teacher — dissenting from the plan to privatize her school — who had her home repeatedly raided; her 13-year-old daughter arrested; her husband killed; and her family displaced. There was also one about the paramilitaries trying to disguise the identity of those they kill with acid or decapitation with a chainsaw — and of them playing football with a severed head.

During our stay, we were looked after by Colombian union colleagues: some of the most courageous and dignified people I have ever met. The fear was always written on their faces — not surprising as they have to work in bomb-proof offices, drive in bullet-proof cars and be escorted all times by bodyguards, armed with Czech nine millimetre pistols and Uzis, that fire 25 bullets at one squeeze. We only once saw one union leader relax without a bodyguard and that was at the top of a mountain. They hardly drank alcohol — too dangerous to drop one's guard. They went home

early; their houses were guarded and bulletproof. For these people family life is impossible, many of their relatives have to live abroad.

Whenever our group was outside we had to stay together, usually with our colleagues' bodyguards. When we travelled it was normally in a convoy of armoured jeeps, cutting in through lanes of traffic, taking turns to cover each other. The cars remained in constant contact, by mobile phone, radio and pager. When we went to restaurants, the armed guards would either wait at the door or join us at the table. Even when we went to the airport to fly home, we were taken to the departure lounge by our bodyguards.

Going to Colombia was incredibly depressing. And now I have returned, my sleep is disrupted and I find it difficult to concentrate on work. I also keep asking myself the same question: would I be a trade unionist in Colombia? I would like to think the answer is yes. But the cost to my family and social life, and sense of security and freedom would be enormous. ■

Angela Roger is president-elect of the Association of University Teachers and senior lecturer in education at the University of Dundee.

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The views expressed are those of the author and not necessarily those of CAUT.

Copyright Reform — Why We Should Care

FROM PAGE A3

about them. Here, copyright has been understood primarily in terms of protection of the rights of copyright owners. There is a widespread belief that if we plugged all the loopholes in copyright, artists would be making a decent living. This is not true. For one thing, copyright only protects those whose work has already been rewarded by the market. The government has many initiatives — grants, Cancon regulations, subsidized education — that do help developing or noncommercial artists, but they are quite apart from copyright.

Besides, if we plugged every loophole to free access, we would jam our creative system. Imagine

if a kid had to get copyright clearance or pay a fee in order to play around with the chords of a copyrighted song in his basement, or a would-be writer had to pay licensing fees in order to read the public domain poems by the likes of Rossetti, Whitman and Donne she could find on the web.

Individual copyright clearance may not involve fees, but it involves hassles. Licensing, Canada's typical solution, may not involve hassles, but it involves fees. Either way, we are impeding and de-democratizing access to our cultural heritage if we don't have some play in the system.

I suggest we look at the American copyright law for a model. The U.S. is leading the way in copy-

right expansionism these days, but in one respect they have a very enlightened system, in that "fair use," as they call it, is an open rather than a closed category. Whereas Canada's "fair dealing" is a very limited "exception," American "fair use" is permitted "for purposes such as criticism, comment, news reporting, teaching (including multiple copies for classroom use), scholarship or research."

Not only does this wording explicitly give greater rights to teachers, but it leaves the door open for various artistic transformations of copyrighted material such as parody or pastiche. The American statute goes on to say that in assessing whether a use is fair or not, one should consider

the "purpose and character of the use, including whether such use is of a commercial nature or is for nonprofit educational purposes," as well as "the nature of the copyrighted work, the amount and substantiality of the portion used in relation to the copyrighted work as a whole, and the effect of the use upon the potential market for or value of the copyrighted work."

In other words, owners and other rights-holders are well protected in this statute. Many Americans think the rights of owners are too well protected, but compared to the Canadian law, American law is much more balanced between owners and users.

Given Canada's tradition of attention to the collective good, I

would expect us to be a world leader in the realm of copyright, making law that allows all Canadians to be educated, engaged and creative members of society. Exceptions are not the way to go. Universities should be championing an expanded vision of fair dealing instead of begging for scraps. Educational institutions are important repositories of and seed beds for our public culture, and they should not be hemmed in at every turn. ■

Laura Murray is associate professor of English at Queen's University.

Further information is available at [www.faircopyright.ca](http://faircopyright.ca).

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This very important book will demonstrate beyond your worst dreams
that the commercial needs of Big Pharma are the
natural-born enemy of independent scientific research.

— John Le Carré

Let Them Eat Prozac

Here is a frank examination of the pharmaceutical industry and of one of the most popular drugs of the last twenty years by a psychiatrist who has been a consultant to many of the top companies.

Sales of Prozac, Paxil and Zoloft now account for billions of dollars worldwide. Despite outward expressions of confidence in these new miracle drugs, drug companies and researchers still do not know exactly how they work, or what their potential side effects are.

After years of consulting to the major companies, independent study, and prescribing Prozac and its sister antidepressants, David Healy shows that some of the patients taking Prozac, Paxil and Zoloft can become suicidal and commit suicide at a much higher rate than if they had been left untreated. The manufacturers have refused to acknowledge this risk, key national regulators have not taken

appropriate steps to protect the safety of their citizens, and critics of these drugs have been harassed and threatened.

In this book David Healy describes his transition from drug industry consultant to independent-minded critic. We meet leading figures in drug research, industry promotion, and government regulators. We are taken into the back rooms of lawsuits where industry experts go head-to-head with lawyers and victims families looking for compensation for apparently Prozac-induced suicide. We see the medical writing agencies pharmaceutical companies use to ghost write academic articles that appear in prestigious medical journals.

Near the conclusion of the book we witness Healy being offered a prestigious job at the University of Toronto, then having the offer rescinded after a talk that raised issues discussed in this book.



BY DAVID HEALY

Dr. DAVID HEALY is Reader in Psychological Medicine at the University of Wales College of Medicine and Visiting Professor of Medicine at the University of Toronto. He is author of more than 120 peer reviewed articles and more than a dozen books, including *The Antidepressant Era* (Harvard) and *The Creation of Psychopharmacology* (Harvard).

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Vice-Provost, Students and Registrar University of Windsor



The University of Windsor invites applications, nominations, and expressions of interest for the newly created position of Vice-Provost, Students and

Registrar. The portfolio of the Vice-Provost, Students and Registrar is diverse, and entails responsibility for all aspects of student life – from the student's first moment of interaction with the University, through recruitment and admissions, to campus life in housing and recreation, student services, and the management of student records and other databases.

The University of Windsor is a comprehensive research and teaching institution. Within a vibrant, dynamic and friendly environment, it offers a broad range of high-quality undergraduate, graduate, cooperative education and professional programs to more than 14,000 students. The University welcomes students from Ontario and around the world. To learn more about this remarkable university, please visit the web site at www.uwindsor.ca.

The Vice-Provost, Students and Registrar, who is responsible to the Provost and Vice-President, Academic, is the executive head of the Division of Student Development and Support, the Office of Liaison and Student Recruitment, the Office of the Senate Secretariat, and the Registrar. The successful candidate for this exciting opportunity will be a strong leader, an excellent communicator, and have the ability to function as the primary advocate for student issues. The appointment,

ideally combined with a tenured faculty position, is for a term of up to six years, and will commence in July 2004. The search committee will begin its review of candidates on November 1, 2003. To ensure consideration, applications, nominations, and expressions of interest should be submitted by that date to the address shown below.

The University of Windsor is committed to equity in its academic policies, practices, and programs; supports diversity in its teaching, learning, and work environments; and ensures that applications from members of traditionally marginalized groups are seriously considered under its employment equity policy. Those who would contribute to the further diversification of our faculty and its scholarship include, but are not limited to, women, Aboriginal peoples, persons with disabilities, members of visible minorities, and members of sexual minority groups.

In accordance with Human Resources Development Canada policy, Canadian citizens and Permanent Residents will be considered first for this position. For more information, contact the address below and visit the University of Windsor web site at www.uwindsor.ca/facultypositions.

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PRESIDENT & VICE-CHANCELLOR

University of Winnipeg

The University of Winnipeg is devoted equally to access and excellence, and to the conviction that these are compatible goals. It values equality and diversity, academic freedom, self-governance, and community service. The University of Winnipeg is poised to redefine undergraduate liberal education by both strengthening the intellectual disciplines and dissolving programmatic boundaries to address the needs of students of all backgrounds.

The President is Vice-Chancellor, Chair of Senate and an ex-officio member of the Board of Regents, and provides leadership and overall strategic direction for the University, stimulating and supporting excellence in teaching, research and scholarship. The President communicates the University's unique values and culture in a way that generates enthusiasm, passion and support from members of the university and its broader community, building on its traditions of outreach and innovation and its culture of strong academic values.

The ideal candidate has demonstrated success through leadership experiences in an academic setting. S/he has an ability to foster a positive, open, cooperative academic institution focused on learning and the development and dissemination of knowledge. A combination of education and experience that would command respect from all sectors of the University community would usually suggest a Ph.D. or highest credential in the discipline and an outstanding record of achievement in teaching, research/scholarly activity and university service, preferably having achieved the rank of Professor.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.



Should you want to learn more about this unique leadership opportunity, call Libby Dybikowski or Maureen Geldart at (604) 913-7768 or forward your CV, a letter of introduction and the names of three referees in confidence to

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Fax: (604) 913-8356, e-mail: search@provenceconsulting.com

To apply on line, go to www.provenceconsulting.com

We will communicate with all who express interest.

CAREERS CARRIÈRES

ACCOUNTANCY

CONCORDIA UNIVERSITY — The John Molson School of Business, tenure-track positions in Accountancy at the rank of Assistant, Associate or Full Professor, are now available. Qualifications: a doctoral degree (completed or near completion) with concentration in Accounting. Duties: Teaching in any of the following areas: financial accounting, management accounting, taxation of business, mainly at the undergraduate level, and a commitment to research and scholarly publications. The nominal course load is four courses per year. The regular academic terms are three months long (September, December and January). Courses are also offered during the Summer term on an accelerated basis. Salary: Salaries are competitive and commensurate with qualifications and experience. These positions are subject to budgetary approval. The Department of Accountancy, located in beautiful Montreal, is a member of the Association of Canadian Schools of Business. Candidates accepted by the AACSB — the International Association for Management Education, II, is one of five departments in the

John Molson School of Business. The department, a one of the largest in the country, and has an established record of excellence in professional accounting education and academic research. The department is located in the modern John Molson School of Business, which offers a BBA, an MSc, MBA and PhD programs. The John Molson School of Business offers a full range of programs at both the undergraduate and graduate levels. Graduate programs include the Executive MBA, Executive and Aviation options, and a joint PhD program. The Faculty's programs are also accredited by the AACSB. Contact: Please contact Dr. Docteur Pierre-Réjean Pellerin, send your complete application package by December 1, 2003 to Dr. Dominic Pellerin (dipes@jmsb.concordia.ca), Chairman, Department of Accountancy, John Molson School of Business, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada H3G 1M8 (tel: 514-845-2424, ext. 2778). All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.



UNIVERSITY OF CALGARY

Canada Research Chair (CRC) in "Air Quality and Pollution Control Engineering"

The Centre for Environmental Engineering Research and Education (CEERE) in the Faculty of Engineering at the University of Calgary invites applications for a Canada Research Chair (CRC) in air quality and pollution control engineering. The appointment will be at the Professor rank (Tier 1 CRC) or Professor/Associate Professor rank (Tier 2 CRC) in a department of the Faculty of Engineering (Chemical & Petroleum, Civil, or Mechanical & Manufacturing).

The candidate should hold an earned doctoral degree, preferably on an environmental engineering topic. The candidate will have an excellent to outstanding record of accomplishment in research and teaching related to environmental engineering, particularly in air quality and pollution control in the energy industry. As an active member of CEERE, the candidate will provide strong initiative and leadership in research and education of graduate students pursuing the environmental engineering specialization. The candidate will develop research programs in one or more areas relevant to the air quality issues for the energy industry in Alberta, such as greenhouse gas emissions and climate change; atmospheric transport of primary/secondary pollutants; human health impacts of air pollution; development of innovative and cost-effective technologies for air pollution prevention and control; air quality issues in energy recovery, production and combustion; development of remote sensors for atmospheric pollutants; spatial and temporal modelling and analysis of environmental systems.

The candidate will be required to prepare the CRC nomination package for submission by the University of Calgary. Information on the Canada Research Chairs Program, established by the Canadian government for fostering research excellence in Canada, is available at their Website (www.chairs.gc.ca). The Canada Foundation for Innovation (www.innovation.ca) provides infrastructure support to Canada Research Chairs. The infrastructure and research laboratories of the Calgary Centre for Innovative Technology (www.eng.ucalgary.ca/CCIT/) in the University of Calgary will be available to the successful candidate.

With this prestigious appointment in the Faculty of Engineering, the University of Calgary aims to build on its existing strength in "Energy and the Environment," as described in its recent academic plan "Raising Our Sights" (www.ucalgary.ca/uncomm/rasights). Several well-established multi-disciplinary groups in the University of Calgary are pursuing research projects on a wide range of environmental topics. CEERE was created by the University of Calgary for undertaking innovative environmental engineering research and development, with the support of leading energy and environmental businesses and organizations.

Calgary is situated within one hour's driving distance of Banff National Park and other provincial parks in the Canadian Rockies. With a population approaching one million, Calgary is the centre of the Canadian hydrocarbon energy industry as well as the "engineering capital" of Canada. The successful candidate will be expected to closely interact with energy corporations and research organizations located in Calgary, in Alberta, and in Canada.

Applicants should submit a curriculum vitae, a research plan which would form the basis for CRC nomination, a statement of teaching philosophy, copies of all academic transcripts, and the names and addresses of three referees to: Dr. Anil K. Mehrotra, Director of CEERE, Faculty of Engineering, at the address below. Phone: (403) 220-7406; Fax: (403) 210-9892/284-4852; e-mail: mehrotra@ucalgary.ca.

The application deadline is **October 15, 2003**. Subject to the success of the candidate's CRC nomination, the appointment could commence as early as September 2004.

Canada Research Chairs are open to individuals of any citizenship.

Canada Research Chair in Latin American Politics

The University of Calgary, Faculty of Social Sciences, invites applications or nominations for a Tier I (junior level) Canada Research Chair in Latin American Politics. The appointment will be in the Department of Political Science.

The successful candidate should currently hold an appointment at the senior Assistant or Associate Professor rank, hold a PhD, have a well-established publication record and teaching experience, and proficiency in Spanish and/or Portuguese. Preference will be given to candidates whose main area of research is in comparative politics, and related expertise in international relations will be considered an asset. Areas of particular research interest could include democratization, civil society formation, human rights and social justice. The chairholder will also interact with other University of Calgary researchers in a well-established interdisciplinary programme in Latin American Studies. An ability to attract excellent graduate students is expected. There is normally up to a 50% teaching load reduction for holders of Canada Research Chairs at the University of Calgary.

The Canada Research Chairs Program has been established by the Government of Canada to enable Canadian universities to foster research excellence and enhance their role as centres of excellence. Information on the Canada Research Chairs Program is available on the CRC Website: <http://www.chairs.gc.ca>.

In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

Applicants should submit their curriculum vitae and a detailed statement of current and future research plans, which will form the basis of the subsequent nomination to the Canada Research Chair Program, and the names and contact information of at least three referees to: Dr. Stephen J. Randall, FRSC, Dean, Faculty of Social Sciences, at the address below. Fax: (403) 282-8606; e-mail: randall@ucalgary.ca

The closing date for nominations and applications is **January 1, 2004**. Applicants should note that final approval of appointments to Canada Research Chairs is made by the Canada Research Chair Secretariat in Ottawa on nomination by the University. The successful candidate could expect appointment to commence July 1, 2005.

University of Calgary, 2500 University Dr. N.W., Calgary, AB Canada T2N 1N4

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The University of Calgary respects, appreciates and encourages diversity.

To see all University of Calgary academic positions, please visit www.ucalgary.ca/hr/career

ADMINISTRATIVE POSITIONS

THE UNIVERSITY OF BRITISH COLUMBIA invites applications for the position of **Department of Administrative Studies** tenure-track position in **Administrative Studies** at the rank of **Assistant Professor**, starting January 1, 2004. Salary will be commensurate with qualifications and experience. The department offers three- and four-year Arts degrees with a major in **Administrative Studies**. This is a relatively new and growing program with a strong emphasis on teaching. The department offers a minor in **Administrative Studies**. The program includes curriculum that spans a range of management disciplines. The desired qualifications include **Administrative, Human Resource Management, Marketing, Organizational Behaviour or International Management**. Preference will be given to candidates able to teach at an introductory level and have strong research interests in management subjects areas. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

THE UNIVERSITY OF WINNIPEG — The Department of Administrative Studies invites applications for the position of **Assistant Professor**, starting January 1, 2004. Salary will be commensurate with qualifications and experience. The department offers three- and four-year Arts degrees with a major in **Administrative Studies**. This is a relatively new and growing program with a strong emphasis on teaching. The department offers a minor in **Administrative Studies**. The program includes curriculum that spans a range of management disciplines. The desired qualifications include **Administrative, Human Resource Management, Marketing, Organizational Behaviour or International Management**. Preference will be given to candidates able to teach at an introductory level and have strong research interests in management subjects areas. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

A strong commitment to undergraduate teaching as well as to research is essential. Management experience and familiarity with the Canadian environment is an advantage. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Winnipeg is committed to employment equity with regard to diversity. The department encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities. Interested individuals will begin receiving applications on October 30, 2003 and continue until the position is filled. Interested candidates must send a curriculum vitae, including a teaching statement, three letters of reference to: Dr. Sheila Romanow, Chair, Department of Applied Computer Science and Administrative Studies, The University of Winnipeg, 515 Portage Avenue, Winnipeg, MB **POB 3000**, Fax: (204) 775-7500, romanow@uwinnipeg.ca.

THE UNIVERSITY OF WINDSOR — Associate Professor, **Anthropology**. The Associate Professor level, beginning July 1, 2004. The department seeks to hire a biological anthropologist. A wide range of research interests are welcome. The successful candidate should have demonstrated excellence in teaching, research, and/or service. The successful candidate will be given priority. Concordia University is committed to employment equity. We encourage all qualified candidates to apply; however, Canadians and permanent residents of Canada will be given priority. The successful candidate should include a curriculum vitae, three letters of reference (sent under separate cover), two samples of written work, and a summary of current research interests. Applications will be received by October 31, 2003. Dr. David Polkoff, Department of Anthropology and Sociology, University of British Columbia, 6303 Northwest Marine Drive, Vancouver, BC V6T 1Z3, Canada.

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Anthropology and Sociology invites applications for a tenure-track position at the rank of **Assistant Professor**. The position is subject to budgetary approval. We are seeking an **ecological/environmental anthropologist (ethnographic area open)**, with a demonstrated record of excellence in fieldwork and publication. The successful candidate will have a PhD in Anthropology, and a superior record of research, publication, and teaching. UBC hires on the basis of merit and is committed to employment equity. Interested candidates to apply; however, Canadians and permanent residents of Canada will be given priority. Applications should include a curriculum vitae, letters of reference from recent referees (sent under separate cover), two samples of written work, and a summary of current and future research interests. and will be sent by October 31, 2003 to: Dr. David Polkoff, Head, Department of Anthropology and Sociology, University of British Columbia, 6303 Northwest Marine Drive, Vancouver, BC V6T 1Z3, Canada.

YORK UNIVERSITY — Toronto, Ontario. The Department of Anthropology, Faculty of Arts, seeks to hire a tenure-track Assistant Professor in **Archaeology, Material Culture, Religious Networks and Movements**. Details in full-page add. in this issue at <http://www.yorku.ca> under www.yorku.ca/anthro/assistant.html. An Alternative Action Employee, The Affirmative Action Program can be found on York's website at <http://www.yorku.ca/academicjobs> or a copy can be obtained by calling the Affirmative Action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

THE DALHOUSIE UNIVERSITY — The Department of Sociology and Social Anthropology at Dalhousie University invites applications for a tenure-track position in **Social Anthropology** at the **Assistant Professor** level to commence on July 1, 2004. The position is subject to budgetary approval. The Department is a joint department of Sociology and Social Anthropology and specializes in social theory, comparative and postcolonial studies on the areas of health, law, gender, and work and development. Applicants are sought with research and teaching specializations which focus on regional and marginal economies, labour, capital and class, transforming economies, migration, and processes of production and consumption. Preference will be given to applicants whose scholarship will contribute to the Department's strengths in social theory and postcolonial studies. The successful candidate will be joining a vibrant, collegial department (<http://www.mun.ca/anthro/>). Anthropology offers a BA, a BA (Honours), a BA (Major), and a BA (Major) and a PhD. A established, ongoing record of teaching effectiveness will be an asset. The successful candidate is expected to have an earned doctoral degree and completed before the date of appointment. In the event that a doctoral degree is not completed by the date of appointment, a successful candidate will be offered a one-year probationary period with automatic conversion to a tenure-track appointment on completion of the degree. Memorial University is the most research intensive institution in Newfoundland and Labrador. The Institute for Social Research (ISR) and ISR Board of ISR have played a central role in funding social science research and providing an intellectual hub for over forty years. In the Faculty of Arts, ISR is involved in the development and update of equipment and facilities for audio, photographic, and video editing in the recently established Digital Research Center.

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CAREERS CARRIÈRES

commitment to undergraduate teaching and to research. The department offers a balanced undergraduate program with equal strengths in Archaeology, Cultural Anthropology and Physical Anthropology. The University of Winnipeg is committed to maintaining an equal and inclusive workplace and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal persons and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents of Canada. These positions will commence on July 1, 2004. Both tenure and tenure-track appointments are available.

Deadline for submission of applications is October 15. Interested applicants should send a curriculum vitae, including names of referees, to Acting Chair, Department of Anthropology, The University of Winnipeg, 513 Portage Avenue, Winnipeg, Manitoba, Canada R3B 2E9.

■ THE UNIVERSITY OF WINDSOR invites applications for a tenure-track faculty position in the Department of Sociology and Anthropology in the area of Social-Cultural Anthropology at the rank of assistant professor commencing as early as January 1, 2004, or a determined date thereafter. For more information visit our website at www.uwindsor.ca/facultypositions. Queries concerning this position should be directed to the Chair, Biology Head Search Committee at 519.253.3000, Ext. 2697, Fax: 519.253.3022, or email: biology@uwaterloo.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Jancee Drachuk, Director, Faculty Recruitment at 877-655-6608 (toll free) or recruit@uwindso.ca.

APPLIED HUMAN SCIENCES

■ CONCORDIA UNIVERSITY — The Faculty of Arts & Science, has one opening for a position in Sociology and Human Systems Intervention. Please see our full-page display ad in this issue or visit us on the Web at <http://artsandscience.concordia.ca/internet/>.

APPLIED LANGUAGE STUDIES

■ BROCK UNIVERSITY — The Department of Applied Language Studies, Brock University, is seeking a tenure-track faculty member in Teaching English as a Second Language (TESL) and anticipates a new MA program in Applied Linguistics (Specialization in Teaching English as a Second Language). We invite applications for a probationary tenure-track appointment in TESL/Linguistics, subject to final budgetary approval, to begin, if possible, on January 1, 2004. We seek applicants with demonstrated research interests in TESL and Sociolinguistics, and with enthusiasm for offering a first-year general-education course in the Study of Language. Candidates should have a Ph.D. in TESL/Applied Linguistics or a closely related field. The successful candidate will be expected to participate in the academic and administrative activities of the department, to teach at the graduate and undergraduate levels, and to supervise graduate students. The appointment will be made at Assistant or Associate Professor rank, contingent on qualifications and experience. The duration of the appointment is three years, 30, 2003 or until the position is filled. Send application letter, CV, and the names and contact details (mail, telephone and email) of 3 referees to: Professor J. Stell, Chair, Department of Applied Language Studies, Brock University, St. Catharines, Ontario L2S 3A1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is committed to an active positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. More information on Brock University can be found on the University's website: www.brocku.ca/.

BIOCHEMISTRY

■ SIMON FRASER UNIVERSITY — The Department of Molecular Biology and Biochemistry is searching for two (2) tenure-track Assistant Professors in the area of protein biochemistry. We are particularly interested in candidates who use interdisciplinary approaches to study protein structure and function. A Ph.D. in biochemistry or related area, and postdoctoral experience are required. To be competitive, applicants should have a competitive externally-funded research program and to contribute to the graduate and undergraduate teaching programs in this Department. The successful candidates will join a group of international leaders in protein biochemistry and molecular biologists. New facilities include X-ray crystallography and NMR. Qualified candidates may be considered for nomination as a Canada Research Chair. Applications should submit a curriculum vitae, three letters of reference, copies of up to four relevant publications, and a statement of research interest and plans to: Protein Biochemistry Search Committee, Department of Molecular Biology and Biochemistry, Simon Fraser University, Burnaby, B.C. V5A 156 Canada. Applications will begin to be considered October 1, 2003. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to an equity employment program that includes measures to accommodate family needs. They therefore particularly encourage applications from qualified women, aboriginal Canadians, persons with disabilities, and members of visible minorities. Applicants may visit the Departmental website at: <http://www.sfu.ca/mbb/>.

BIOLOGICAL SCIENCE

■ THE UNIVERSITY OF ONTARIO INSTITUTE OF TECHNOLOGY — The School of Science seeks faculty to teach biological science. The successful candidates will be expected to conduct research and to teach at the undergraduate and graduate levels. In keeping with its technology-enhanced mobile learning environment, the University of Ontario Institute of Technology seeks faculty who strive to explore and develop new pedagogies. For more information please visit www.uoit.ca/mbs/.

visit www.uoit.ca. Applicants with research experience in areas of molecular biology, biocomputation or biochemistry are particularly encouraged to apply, although all fields will be considered. Applicants should possess a PhD in biology or a related area, a record of research publications, and record of excellence in research. The University of Ontario Institute of Technology is an equal opportunity employer and well compensated applicants from qualified women, members of visible minorities, Aboriginal Peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. These positions will commence on July 1, 2004. Both tenure and tenure-track appointments are available.

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■ THE UNIVERSITY OF WINDSOR invites applications for a tenure-track faculty position in the Department of Sociology and Anthropology, University of Windsor, ON N9B 3G2, Tel: 519.253.3000, Ext. 2190, Fax: 519.253.3022, or email: recruit@uwaterloo.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Jancee Drachuk, Director, Faculty Recruitment at 877-655-6608 (toll free) or recruit@uwaterloo.ca.

■ CONCORDIA UNIVERSITY — The Faculty of Arts & Science is looking for one faculty member in Biochemistry. Please see our full-page display ad in this issue or visit us on the Web at <http://artsandscience.concordia.ca/internet/>.

■ THE CANADIAN MUSEUM OF NATURE and The Canadian Museum of Nature and the Biology Department of the University of Ottawa invite applications for the Canadian Museum of Nature-Specialist in Paleontology, a joint position at the two organizations. The successful candidate will have a tenure-track Assistant Professor position at the University, with 50% of his/her responsibilities at the Canadian Museum of Nature. The candidate will be responsible for teaching courses in paleontology, including a paleontology course, a research component, a thesis or dissertation, and a research proposal. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. These positions will commence on July 1, 2004. Both tenure and tenure-track appointments are available.

Deadline for submission of applications is October 31, 2003 or until suitable candidates are found; all positions are subject to budgetary approval. Applicants should submit a curriculum vitae, including names of referees, to: Dr. Lynne Phillips, Head, Sociology and Anthropology, University of Windsor, Windsor, ON N9B 3G2, Tel: 519.253.3000, Ext. 2190, Fax: 519.253.3022, or email: recruit@uwaterloo.ca.

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CAREERS CARRIÈRES

Atkinson Faculty of Liberal and Professional Studies

FULL-TIME TENURE-TRACK AND CONTRACTUALLY LIMITED TERM POSITIONS

York University is Canada's third largest university, with two campuses serving more than 40,000 students. The University is located in the heart of Toronto, one of the most cosmopolitan cities in North America. With 21 Research Centres, five extensive libraries, and students from more than 100 countries, York is committed to diversity and excellence, and ensures that our students and graduates are prepared to play important roles in our global community.

The Atkinson Faculty of Liberal and Professional Studies was restructured in 2000, bringing together a dynamic, unique blend of liberal studies and professional programs. Atkinson has eight academic Schools, including the School of Administrative Studies, School of Analytic Studies and Information Technology, School of Arts and Letters, School of Health Policy and Management, School of Nursing, Department of Psychology, School of Social Sciences, and School of Social Work. Our faculty are internationally renowned educators and researchers with expertise in a

variety of disciplines and interdisciplinary fields. Atkinson offers flexible scheduling and teaching formats, with courses on-campus in the day and evening, as well as courses delivered by Internet and correspondence. When you join Atkinson, you will become a member of a vibrant, growing Faculty that is committed to teaching excellence and outstanding research.

Atkinson Faculty invites applications for full-time tenure-track positions as well as contractually limited term positions in the following Schools. The start date for most positions is July 1, 2004, with the possibility of some positions starting as early as January 1, 2004. The application deadline is noted within each School's posting. All positions are subject to final budgetary approval. Applicants should send a complete application package to the relevant unit by the appropriate deadline. Full position details can be viewed by clicking on Academic Positions at www.yorku.ca/atadjobs/index.htm

SCHOOL OF ADMINISTRATIVE STUDIES

With more than 3,500 majors and 28,000 annual student course registrations, the School offers outstanding academic programs in the functional areas of Accounting, Business Research, General Management, Human Resources Management, Information Technology and Marketing, as well as a variety of professional Certificates. Students come from a variety of backgrounds and, in fact, many of our business students (as well as faculty members) are active in the Canadian business sector and/or have held senior positions in the public and private sectors. This diversity ensures that Atkinson provides an invigorating and exciting learning experience for both students and educators. In the area of research, our faculty members are engaged in some of the most exciting investigations and projects that are advancing new knowledge in the business field. More information on the School and its programs is available at www.atkinson.yorku.ca/SAS/

Administrative Studies

Applications are invited for up to 19 full-time tenure-track positions at the ranks of Assistant and Associate and Full Professors, in all major areas of specialization, including Accounting, Administrative Studies, E-business, Management Information Systems, Finance, Human Resources Management, and Marketing. Within the broad area of accounting, specializations in auditing and taxation are assets. Applicants must have a PhD (or a PhD near completion by the date of appointment) in the functional area of appointment, and should show excellence in teaching, and in scholarly research and publication related to their teaching area. Positions may involve graduate teaching and supervision, as well as undergraduate teaching and research.

Health Finance

(cross-appointment with the School of Health Policy and Management)

Applications are invited for a full-time tenure-track position in Health Finance at the Assistant or Associate Professor level. The successful candidate will play a pivotal role in the delivery and development of the Health Management curriculum, and teach and conduct research within a highly productive and collegial academic community. Candidates must hold a PhD (or a PhD near completion by the date of appointment) or equivalent in Health Management/Administration or in a related health discipline with an emphasis on health-care accounting or finance. Successful teaching experience and demonstrated excellence as a researcher in relevant health-related fields are preferred. The Schools are particularly interested in candidates who are eligible for the CIHR/SSHRC/Health Career Awards and external research funding. The deadline for receipt of completed applications is December 1, 2003. Applications for the above School's positions will be accepted until the positions are filled. Please send a letter of application, an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference and teaching evaluations, to: Dr. Brian Gabe, Director, SAS, 282 Atkinson Building, Fax: 416.736.5963. E-mail: bgaber@yorku.ca

SCHOOL OF ANALYTIC STUDIES AND INFORMATION TECHNOLOGY

The School brings together the disciplines of Economics, Mathematics, Information Technology, Science and Technology Studies (Natural Science), and Philosophy in a way that respects their individual academic disciplines. At the same time, the School utilizes an integrated analytical and critical approach to teaching across all program areas. More information on the School and its programs is available at www.yorku.ca/SASIT/

Economics

Applications are invited for a full-time tenure-track position in Economics at the Assistant Professor level. The School's Economics Program includes degree studies in Economics and Business Economics. Applicants must have a PhD in Economics (or a PhD near completion by the date of appointment), and should show excellence in teaching and in scholarly research and publication related to their teaching area. The position may involve graduate teaching and supervision, as well as undergraduate teaching and research. The program is particularly interested in candidates with research and teaching strengths in one or more of the following areas: business economics, empirical econometrics, empirical micro/macroeconomics, health economics, and labour economics.

The deadline for receipt of completed applications is December 1, 2003. Applications will be accepted until the position is filled. Please send a letter of application, an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference (at least one letter should address teaching) and teaching evaluations, to: Dr. Gervan Fearon, Coordinator, Economics, SASIT, 2064 TEL Building, Fax: 416.736.5188. E-mail: gfearon@yorku.ca

Mathematics

Applications are invited for a full-time tenure-track position in Mathematics at the Assistant Professor level. Applicants must have a PhD in Mathematics with specialization in algebra or analysis, and should show excellence in teaching and in scholarly research and publication related to their teaching area. The position involves graduate teaching and supervision, as well as undergraduate teaching (introductory and upper level) and research. The successful candidate must show potential to be appointed to the Faculty of Graduate Studies.

The deadline for receipt of completed applications is December 1, 2003. Applications will be accepted until the position is filled. Please send a letter of application, an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference (at least one letter should address teaching) and teaching evaluations, to: Professor Augustine Wong, Coordinator, Mathematics, SASIT, 2064 TEL Building, Fax: 416.736.5188. E-mail: august@yorku.ca

CAREERS CARRIÈRES

Philosophy

The Philosophy/Modes of Reasoning Program invites applications for two full-time tenure-track positions at the Assistant Professor level. The area of specialization is open, with preference given to Continental Philosophy since Kant and/or Applied Ethics. Applicants will be expected to teach introductory and upper-level courses in Practical Ethics and Applied Philosophy, as well as graduate courses in their areas of specialization. Successful candidates must have expertise to teach courses in Modes of Reasoning, including a core course in the first year of the Program. Knowledge of technology-enhanced learning and the integration of technology in classroom teaching is an asset. Applicants must have a PhD or equivalent, and should show excellence in teaching and in scholarly research and publication related to their teaching area. Applicants should refer to the Philosophy Calendar and University Web site, and specifically identify which courses they feel competent to teach.

The deadline for receipt of completed applications is December 1, 2003. Applications will be accepted until the positions are filled. Please send a letter of application, an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference (at least one letter should address teaching) and teaching evaluations, to: Dr. Jean Sandon, Coordinator, Philosophy/Modes of Reasoning, SASIT, 2064 TEL Building, Fax: 416.736.5188. E-mail: jsandon@yorku.ca

Science and Technology Studies (Natural Science)

Applications are invited for a **contractually limited (one-year) term position** (with the potential for renewal) in Science and Technology Studies at the Assistant Professor level. The preferred area of specialization is Twentieth Century or Recent Science and Technology. The Science and Technology Studies Program focuses on the history, philosophy and social studies of modern science and technology, and is responsible for teaching the Faculty's Natural Science general education courses. Along with having a PhD in Science and Technology Studies, History of Science and Technology, or a related field, applicants should show excellence in teaching and in scholarly research and publication related to their teaching area. As the successful candidate will teach in the Natural Science general education curriculum, he or she must have demonstrated competence in this area.

The deadline for receipt of completed applications is December 1, 2003. Applications will be accepted until the position is filled. Please send a letter of application, an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference (at least one letter should address teaching), a writing sample and teaching evaluations, to: Dr. E. Hamm, Coordinator, STS Program, SASIT, Room 2005 TEL Building. E-mail: ehamm@yorku.ca

SCHOOL OF ARTS AND LETTERS

The School offers a broad range of liberal arts programs and courses aimed at developing critical and analytical skills. The School's major programs in traditional disciplines and interdisciplinary programs include the Classics, Creative Arts and Cultural Expression, English, History, Humanities, Religious Studies and Women's Studies. More information on the School and its programs is available at www.atkinson.yorku.ca/SAL/

Media Studies and Cultural Expression

Applications are invited for a **full-time tenure-track position** in Media Studies and Cultural Expression at the Assistant Professor level. The Media Studies specialist will have a broad knowledge of the field, including Film/Video, Broadcasting, and digital technologies in their social context. The appointment will be made within the developing degree program of Creative Arts and Cultural Expression. This interdisciplinary program offers an integrated creative arts/humanities curriculum which is dedicated to the study of literature, history, culture, religion and creative arts. Candidates should show excellence or promise of excellence in teaching and in scholarly research and publication. The successful candidate must have a PhD completed at the time of appointment, and will be expected to teach introductory and upper-level courses. There is also opportunity to teach at the graduate level.

World Religions

Applications are invited for a **full-time tenure-track position** in World Religions at the Assistant Professor level. Applicants should specialize in Islam and one or more of the following areas: an Eastern Religion, Christianity, and Judaism. The School offers a well-established Religious Studies Program, with particular strengths in the texts and historical development of Judaism and Christianity. The World Religions specialist is expected to contribute to the program by developing courses that will attract student interest in Islamic, Hindu or Far Eastern religious heritages. Courses are taught from a scholarly perspective using tools of history, literature, philosophy or psychology as appropriate. The University is a secular institution. Candidates should show excellence or promise of excellence in teaching and in scholarly research and publication, and must demonstrate evidence of an active research agenda. The successful candidate must have a PhD completed at the time of appointment, and will be expected to teach a World Religions course, a General Education course oriented towards the study of religion, and a course on contemporary religious issues (e.g. Role of Women in Various Religious Traditions, Rise of Internal Fundamentalism in Contemporary World Religions, Religious Commitment and Secular Pluralism). There is also opportunity to teach at the graduate level.

Native Studies

Applications are invited for a **full-time tenure-track position** in Native Studies at the Assistant Professor level. Applicants will be considered from a wide variety of disciplinary backgrounds, but preference will be given to a strong record of teaching and research that fits with the School's disciplinary and interdisciplinary approaches to the study of literature, history, culture, religion and creative arts. The School offers well-established programs in English, history, humanities, creative arts and cultural expression and religious studies. The successful candidate can work from a disciplinary base or develop new cross-disciplinary courses. He or she will be expected to teach Native Studies from the candidate's established disciplinary or interdisciplinary perspective, but may also teach introductory disciplinary courses from a Native Studies perspective. Candidates should show excellence or promise of excellence in teaching and in scholarly research and publication, and demonstrate evidence of an active research agenda. A PhD completed at the time of appointment is required.

Biblical Studies

Applications are invited for a **full-time contractually limited (one year) term position** in Biblical Studies at the Assistant Professor level. The successful candidate must have competence to teach materials relating to the Old Testament as well as the New Testament from an historical and literary perspective. The School offers a well-established interdisciplinary Religious Studies Program with particular strengths in the texts and historical development of Judaism and Christianity. Courses are taught from a scholarly perspective using the tools of history, literature, philosophy or psychology as appropriate. The University is a secular institution. Candidates should show excellence or promise of excellence in teaching and in scholarly research and publication, and demonstrate evidence of an active research agenda. The successful candidate must have a PhD completed at the time of appointment, and will be expected to teach a Humanities General Education course examining selected Biblical texts (Old and New Testament) in their historical and literary context. Depending upon program requirements and the specialist's interests, the candidate may have an opportunity to teach upper-level humanities courses on Old Testament, New Testament, Feminist theory, or Religion and the Classical Tradition.

The deadline for receipt of completed applications is December 1, 2003. For the above School's positions, please send a letter of application, an up-to-date curriculum vitae, a statement of research and teaching interests, three confidential letters of reference, a sample of scholarly work and teaching evaluations, to: Dr. Madelyn Dick, Chair, SAL, Room 625 Atkinson Building, Fax: 416.736.5766. E-mail: drckmb@yorku.ca

SCHOOL OF HEALTH POLICY AND MANAGEMENT

The School offers three Honours undergraduate program streams: Health Management, Health Informatics, and Health Policy. Each of these specialist streams is designed to prepare graduates to meet the challenges of management and decision making in the increasingly complex and dynamic health services sector. The program equips graduates with mission critical knowledge and skills, along with a broad understanding of the economic, socio-cultural and political influences affecting health and the health care field. Student co-op placements are central to the mission of the School. More information on the School and its programs is available at www.atkinson.yorku.ca/SHPM/

Critical Disability Studies

Applications are invited for a **full-time tenure-track position** in Critical Disability Studies, a new graduate program beginning September 1, 2003, at the Assistant Professor level. The program is unique in that it will consider the examination of the social participation of persons with disabilities and the social determinants of disability. The program will focus on issues of disability based on inclusion, citizenship, social justice and international standards for human rights. The position involves graduate teaching and supervision. Applicants should specialize in one or more of the following areas: public health, employment, human rights, social justice, identity politics, economic marginalization, adaptive technology or cultural representation of difference. A PhD in Critical Disability Studies or a related area with a focus on disability is required. Candidates must demonstrate excellence in teaching and in scholarly research and publication in the areas of social determinants of disability. The program is particularly interested in candidates who are eligible for the CIHR/SSHRC and external research funding. Preference will be given to candidates who have international experience.

The deadline for receipt of completed applications is December 1, 2003. Please send a letter of application, an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference, teaching evaluations, to: Dr. Marcia Rotz, Director, SHPM, 202 Atkinson Building, Fax: 416.736.5227. E-mail: mrotx@yorku.ca

Health Finance

(cross-appointment with the School of Administrative Studies)

Applications are invited for a **full-time tenure-track position** in Health Finance at the Assistant or Associate Professor level. The successful candidate will play a pivotal role in the delivery and development of the Health Management curriculum, and teach and conduct research within a highly productive and collegial academic community. Candidates must hold a PhD (or a PhD near completion by the date of appointment) or equivalent in Health Management/Administration or in a related health discipline with an emphasis on health care accounting or finance. Successful teaching experience and demonstrated excellence as a researcher in relevant health-related fields are preferred. The Schools are particularly interested in candidates who are eligible for the CIHR/SSHRC/Health Care Awards and external research funding.

The deadline for receipt of completed applications is December 1, 2003. Applications will be accepted until the position is filled. Please send a letter of application, an up-to-date curriculum vitae, a statement of research and teaching interests, three confidential letters of reference and teaching evaluations, to: Dr. Brian Gabel, Director, SAS, 282 Atkinson Building, Fax: 416.736.5963. E-mail: bgabel@yorku.ca

Health Management

(cross-appointment with the School of Nursing)

Applications are invited for a **full-time tenure-track position** in Health Management at the Assistant or Associate Professor level. The successful candidate will play a pivotal role in the delivery and development of Health Management curriculum in both Schools, as well as teach and conduct research within a highly productive and collegial academic community. The Schools are particularly interested in candidates who are eligible for the CIHR/SSHRC/Health Care Awards and external research funding. Candidates must hold a PhD (or a PhD near completion by the date of appointment) or equivalent in Health Management/Administration, Nursing, or a related health discipline with an emphasis on quality improvement, leadership and organizational change. Candidates must hold current registration with the College of Nurses of Ontario, and must provide proof of academic credentials prior to appointment. Candidates should have an established program of research in one or more of the following areas: relationship between organization structures and processes, and decision-making and patient outcomes, effect of resource allocation in health care on patient outcomes, and patient safety. Successful teaching experience in relevant health-related fields is preferred. Evidence of the ability to develop and maintain collegial relationships is required for this position.

The selection process will start on October 1, 2003, and continue until the position is filled. Please send a letter of application, an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference (one letter should address teaching) and teaching evaluations, to: Dr. Kathleen Macdonald, Director, School of Nursing, Room 404 Atkinson Building, Fax: 416.736.5714. Tel: 416.736.5271. E-mail: tlam@yorku.ca

SCHOOL OF NURSING

The School offers the first collaborative BSN degree in Ontario, an established Post RN BSN, a Primary Health Care Nurse Practitioner Certificate, a Health Informatics Certificate, and is in the process of developing a graduate program in Nursing. Our rapidly expanding, internationally recognized program offers an innovative curriculum founded in nursing science. We embrace individual uniqueness, multiple ways of knowing, creative expressions of scholarship and global consciousness. The School welcomes applications from persons in groups designated by York University's Affirmative Action Program, and is seeking to diversify its faculty. More information on the School and its programs is available at www.yorku.ca/NURS/

Nursing

Applications are invited for **up to 12 full-time tenure-track positions** in the professional or alternate stream in Nursing. Professional-stream appointments will be made at the **Assistant or Associate Professor level**. Alternate-stream appointments will be made at the **Assistant or Associate Lecturer level**. There is also the potential to appoint **up to three contractually limited term positions**. Candidates must hold current registration with the College of Nurses of Ontario, and must provide proof of academic credentials prior to appointment. Candidates must have (1) expertise and related research in one or more of research methods utilization and evaluation, community/public health, nursing ethics, translational health, health and aging, women's health; and/or (2) teaching and practice experience in one or more of community/public health, acute/critical care, gerontology, long-term care, maternal and child health. The School is particularly interested in candidates who are eligible for external research funding and grants. A PhD (or PhD in progress) in Nursing or a health-related field is required for professional-stream positions and preferred for alternate-stream positions. All applicants must have a BSN. A Master's degree or PhD in Nursing is an asset. Candidates should have knowledge of nursing theories, the human science paradigm, co-operative learning perspectives and the Bevis Watson curriculum paradigm. Prior experience using a co-operative learning pedagogical framework and the Bevis Watson curriculum paradigm is preferred. Experience with technology-enhanced distance learning would be an asset. Evidence of involvement in a research and publication program is essential for professional-stream appointments. Evidence of professional excellence and expertise in a clinical setting is required for appointments in the alternate stream. Evidence of the ability to develop and maintain collegial relationships is required for all positions.

Health Management

(cross-appointment with the School of Health Policy and Management)

Applications are invited for a **full-time tenure-track position** in Health Management at the Assistant or Associate Professor level. The successful candidate will play a pivotal role in the delivery and development of Health Management curriculum in both Schools, as well as teach and conduct research within a highly productive and collegial academic community. The Schools are particularly interested in candidates who are eligible for the CIHR/SSHRC/Health Care Awards and external research funding. Candidates must hold a PhD (or a PhD near completion by the date of appointment) or equivalent in Health Management/Administration, Nursing, or a related health discipline with an emphasis on quality improvement, leadership and organizational change. Candidates must hold current registration with the College of Nurses of Ontario, and must provide proof of academic credentials prior to appointment. Candidates should have an established program of research in one or more of the following areas: relationship between organization structures and processes, and decision-making and patient outcomes, effect of resource allocation in health care on patient outcomes, and patient safety. Successful teaching experience in relevant health-related fields is preferred. Evidence of the ability to develop and maintain collegial relationships is required for this position.

The selection process will start on October 1, 2003, and continue until all positions are filled. For the above School's positions, please send a letter of application, an up-to-date curriculum vitae, a statement of research and teaching interests, three letters of reference (one letter should address teaching) and teaching evaluations (if available), to: Dr. Kathleen Macdonald, Director, School of Nursing, Room 404 Atkinson Building, Fax: 416.736.5714. Tel: 416.736.5271. E-mail: tlam@yorku.ca

CAREERS CARRIÈRES



DEPARTMENT OF PSYCHOLOGY

A recently merged Psychology program (between three York University faculties) now offers the largest selection of psychology courses available at any Canadian university. Our psychology program explores concepts such as motivation, emotion, learning, perception and actions from cognitive, social and biological perspectives with internationally recognized researchers, teachers and clinical practitioners. More information on the Department and its programs is available at www.atkinson.yorku.ca/PSYC/

Applications are invited for two full-time tenure-track positions in Psychology at the Assistant Professor level. The area of specialization is open, but preference will be given to individuals whose research and teaching interests build on the Department's strengths in 1) clinical/counselling psychology with an emphasis on trauma; 2) behavioural neuroscience (perceptual and cognitive abilities and disabilities); and 3) social psychology (health, marginal group status and social justice). For one position, preference will be given to individuals whose research approaches one of these fields from a developmental/ lifespan perspective, and who could teach an undergraduate course in developmental psychology or aging as well as their specialty area. All candidates must have a PhD, and should show excellence or promise of excellence in teaching and in scholarly research and publication, present evidence of a strong research record and demonstrate potential to establish an independent, externally funded research program. The positions involve graduate teaching and supervision, as well as undergraduate teaching and research. The Graduate Program in Psychology at York is one of the largest in Canada; the clinical program is APA- and CPA-accredited. Candidates in the clinical area must be eligible for registration with the College of Psychologists of Ontario.

The selection process will begin on October 31, 2003, and continue until the positions are filled. Please send a letter of application, an up-to-date curriculum vitae, a statement of research and teaching interests and selected publications, three letters of reference (from referees active in the field who are familiar with the candidate's work) and teaching evaluations, to: Dr. F. Wilkinson, Chair, Department of Psychology, Room 226 Atkinson Building.

SCHOOL OF SOCIAL SCIENCES

The School has four degree programs: Sociology, Social Science, Political Science, and Public Administration and Management (joint program with the School of Administrative Studies), as well as a number of areas of concentration and themes dealing with gender and families; Diaspora cultures, social justice, public administration and public policy; political economy; work and the workplace, and communications studies. More information on the School and its programs is available at www.atkinson.yorku.ca/SSocials

Anti-Racist Research and Practice/Diaspora Studies

Applications are invited for a full-time tenure-track position in Social Sciences at the Assistant Professor level. The successful candidate will provide leadership in two interdisciplinary programs: the Certificate in Anti-Racist Research and Practice (CARRP) and Diaspora Studies. As CARRP Coordinator, the candidate will teach and supervise theses in CARRP and Diaspora Studies. In addition, the candidate will build the community outreach program, which is a demanding project undertaken in close relation to community needs, and is expected to contribute to the School's social justice programming and policy commitment. Candidates must have a PhD (or a PhD completed by the date of appointment), and should demonstrate excellence in teaching and in scholarly research and publication in the relevant subject areas. The position involves graduate teaching and supervision, as well as undergraduate teaching and research. The successful candidate should be eligible for appointment to the Sociology Graduate Program and possibly other graduate programs such as Interdisciplinary Studies, Social and Political Thought and/or Women's Studies.

Interdisciplinary Social Sciences

Applications are invited for a full-time tenure-track position in interdisciplinary Social Sciences at the Assistant Professor level. The School is seeking a scholar to teach in the undergraduate Social Sciences general education program and, in particular, to teach its revised core course, The Foundations of Social Sciences. Applicants should combine strength in interdisciplinary social sciences with the study of ethnic communities and ethnicity in relation to gender and citizenship. The candidate will contribute to the further development of Refugee and Migration Studies and Diaspora Studies, as well as the growth of public policy in the School. The degree specialization is open. Experience with, or a willingness to explore, the use of information technology in teaching is also an asset. Candidates must have a PhD (or a PhD completed by the date of appointment), and should show excellence or promise of excellence in teaching and in scholarly research and publication in the relevant areas. The position involves graduate teaching and supervision, as well as undergraduate teaching and research. The successful candidate should be eligible for appointment to the Faculty of Graduate Studies in at least one of the following programs: Sociology, Social and Political Thought, Anthropology, Political Science, Women's Studies.

Sociological Theory/ Gender and Families

Applications are invited for a full-time tenure-track position in Sociological theory at the Assistant Professor level. The School is seeking a scholar to teach in the undergraduate Sociology Program and, in particular, to teach its core theory course. Applicants should demonstrate strength in sociological theory (including classical theory and feminist and anti-racist theories) and teaching and research expertise and publication in the general areas of gender and families. In relation to the focus on gender and families, areas of expertise such as socialization, aging, sexuality and intimacy and/or relations between gender and racial identities, would be an asset. The successful candidate will take a leadership role in establishing

a graduate program in Social Justice Studies. Experience with, or a willingness to explore, the use of information technology in teaching is an asset. Candidates must have a PhD (or a PhD completed by the date of appointment), and should show excellence or promise of excellence in teaching and in scholarly research and publication in the relevant areas.

The position involves graduate teaching and supervision, as well as undergraduate teaching and research. The successful candidate should be eligible for appointment to the Sociology Graduate Program.

The deadline for receipt of completed applications for the School's positions is November 7, 2003. Please send a letter of application, an up-to-date curriculum vitae, a statement of research and teaching interests and selected publications, a sample of a recent publication or writing in relevant areas, three letters of reference and teaching evaluations, to: Chair, Hiring Committee, School of Social Sciences, 303 Atkinson Building.

SCHOOL OF SOCIAL WORK

The School has close ties with diverse local communities and actively pursues community-based research. The candidate will have the opportunity to liaise with these communities and also participate in interdisciplinary research projects within the York community. The School's mission statement articulates a commitment to social justice and human rights issues. More information on the School and its programs is available at www.atkinson.yorku.ca/SDWK/

Social Work

Applications are invited for two full-time tenure-track positions at the Assistant Professor level. Candidates must have a PhD in Social Work, as well as a record of excellence or promise of excellence in teaching and in scholarly research and publication. The positions involve undergraduate and graduate teaching and supervision, in addition to active involvement in the affairs of the School. Teaching experience in a graduate program in social work is desirable. The School is also seeking an outstanding candidate for a **contractually limited (three-year) term position**, who will be responsible for the development of Field Education in keeping with the Mission Statement of the School and for all issues pertaining to the practicum in both the BSW and MSW programs. The Field Education Coordinator will develop, assess and coordinate student placements, liaise with placement sites, develop and present training for field instructors, integrate field curriculum with other curriculum of the School; conduct relevant research; supervise staff, develop and maintain strong links with the community, maintain contact with related national and international associations; and carry out other responsibilities related to field education. Some teaching responsibilities will also be expected. A PhD (or a PhD in progress) in Social Work is strongly preferred. Minimally, the candidate must have an MSW and demonstrate strong planning and organizational skills. Field-related experience would be an asset.

The selection process will start on November 1, 2003, and continue until the positions are filled. Please send a letter of application, an up-to-date curriculum vitae, a statement of research and teaching interests, copies of recently published articles, three letters of reference and teaching evaluations (if available), to: Dr. Brigitte Kitchen, Chair, Hiring Committee, School of Social Work. Fax: 416.650.3861. E-mail: bkitchen@yorku.ca

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's Web site at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at **416.736.5713**. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

Atkinson Faculty of Liberal and Professional Studies
York University
4700 Keele Street
Toronto, Ontario, Canada, M3J 1P3

www.atkinson.yorku.ca



redefine THE POSSIBLE.

CAREERS CARRIÈRES

COMPOSITION

CARLETON UNIVERSITY — The School of Linguistics and Applied Language Studies invites applications for a tenure-track position in writing research and theory. Writing research and theory, composition studies, and rhetoric constitute one field of specialization in Applied Language Studies at the School. The successful candidate should have a PhD by the time the position is to commence. Significant evidence of ability in teaching and research are both required. The appointment will be made at the level of Assistant Professor. Duties will include supervising graduate students, as well as teaching undergraduate and graduate courses.

in writing research) and theory. Starting January 12, 2004 All qualified candidates are encouraged to apply. Applications of Canadian origin will be given preference. Applications will be given priority. Carleton University is committed to equity in employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. This position is a tenure track position. Applications should be submitted to Professor Ellen Gray, Director, School of Linguistics and Applied Language Studies, Carleton University, Ottawa, Ontario K1S 5B6. Letters of application should be accompanied by a curriculum vitae and three letters of reference. Three references, along with two samples of scholarly work. The deadline for applications is October 15, 2003, or until filled.

COMPUTER SCIENCE

THE UNIVERSITY OF WINDSOR — The School of Computer Science is seeking an outstanding candidate to nominate for a Canada Research Chair at the junior Tier II level focussed in *Cars & Computers*. This Chair is targeted at relatively new researchers who have demonstrated the potential for having the potential to be leaders in their fields. See our display ad in this issue. For a detailed description of the CRC Chair visit our website at: www.uwindsor.ca/tbcultypositions/crc/

WINDSOR ACTIVE BUSINESS SCHOOL OF COMPUTER SCIENCE The University of Windsor, Windsor, ON, N9B 3G2 Tel: 519-253-3000, Ext. 3714, Fax: 519-793-7093; Email: garabt@uwaterloo.ca

COMPUTER SCIENCE

THE UNIVERSITY OF WINDSOR — The School of Computer Science is seeking an outstanding candidate to nominate for a **Canada Research Chair** at the **tier II level** (focussed in **Cloud & Computers**). This Chair is targeted at relatively new researchers who are acknowledged by their peers as having the potential to be leaders in their fields. See our display ad in this issue. For a detailed description of the CRC Chair visit our website at: www.uwindsor.ca/faculty positions. Contact: **Or: Subir Banerjee**, Acting Director, School of Computer Science, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 1714, Fax: 519.733.7093; Email: garabon@uwindsor.ca

©uwindso.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6508 (toll free) or recruit@uwindso.ca.

Law and Policy Institute and the Centre for Restorative Justice. The teaching faculty is multi-disciplinary and, at present, consists of 25 members. Qualifications: A PhD completed by September 1st, 2004 is required.

CRIMINOLOGY

■ **SIMON FRASER UNIVERSITY** — The School of Criminology is inviting applications for one full-time, permanent position at the Lecturer level, starting September 1, 2004. The School has a well-established undergraduate programme with over 700 majors and minors in Criminology. It also offers graduate programmes leading to the degrees of M.A. and Ph.D. Qualifications: An appropriate Masters degree is required; a Ph.D is preferred. Applicants must be pre-

Law and Policy Institute and the Centre for Restorative Justice. The teaching faculty is highly qualified, at present consisting of 25 members. Qualifications: A PhD completed by September 1st, 2004 is required. Applicants must specialise in the areas of criminological research methods and criminological theory. Duties: To undertake research, and to conduct teaching at the undergraduate and postgraduate levels in the School of Criminology in courses such as Quantitative Research Methods and Current Theories and Perspectives in Criminology. The applicant must be prepared to teach courses at the undergraduate and postgraduate level. Name: Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified applicants. This is an entry-level

curriculum vitae including a list of publications, a statement of teaching interests, an outline of their present research program and a brief future research plan, and a list of at least three referees to careers@uott.ca.

DANCE

■ **SIMON FRASER UNIVERSITY** — The School for the Contemporary Arts invites applications for a tenure track position in Dance at the rank of Assistant Professor, beginning September 1, 2004. The School for the Contemporary Arts is an interdisciplinary department offering BFA's in Dance, Film, Music, Theatre, and Visual Art, a BA in Art and Culture Studies; and an interdisciplinary MFA degree. Qualifications: MFA or MA in Dance, significant professional

Steering computer technologies into the fast lane

Two new Canada Research Chairs in "Cars and Computers"

AUTOMOBILE SYSTEMS ARE INCREASINGLY driven by developments in computer technologies. From aids to navigation and situational awareness, to engine controls and monitoring systems, the automotive world is already highly dependent on the microchip. And the trend is escalating, with new applications and the advent of radical new drive-by-wire technologies.

The University of Windsor's Faculty of Engineering and School of Computer Science are committed to leading in this exciting field of research and development. As a result, the University invites applications for two Canada Research Chairs in "Cars and Computers" (Tier I and Tier II), to join our team at the University of Windsor-DaimlerChrysler's \$750 million, state-of-the-art automotive research facility.

Qualified applicants are encouraged to research position details online, or to contact Dr. Janice Drakich, Director of Faculty Recruitment, toll free at 1-877-665-6608.

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UNIVERSITY OF
WINDSOR

 QUEEN'S UNIVERSITY
Canada Research Chairs – (Tier I & Tier II)
Developmental Psychology

The Department of Psychology at Queen's University invites applications for two Canada Research Chairs (CRCs) in Child Development, with a focus in any field of research eligible for funding by the Natural Sciences and Engineering Research Council of Canada, including perceptual, motor, cognitive, or language development, and developmental cognitive neuroscience. See <http://pavlow.psy.queensu.ca/> for additional information about the Department and positions.

The CRC program was established by the Canadian Federal Government to foster excellence in Canadian academic research. Information about these chairs is available at <http://www.chars.gc.ca>. There are two classes of CRC. Tier 1 Chairs are awarded to experienced researchers whose peers acknowledge them as world leaders in their field; Tier 2 Chairs are for researchers whose peers acknowledge them as having the potential to be world leaders in their field. The Department of Psychology is seeking candidates for both a Tier 1 and Tier 2 Chair. These appointments will be continuing tenure-track positions and they are intended to complement one other and connect with existing strengths on the Queen's campus.

The Research Chairs will join a Department with successful, well-funded research programs in psycholinguistics, social cognition, behavioural neuroscience and developmental psychology. Researchers in these areas maintain active links with faculty in fields such as Biology, Psychiatry, Law, and Education. The developmental area is building a unique Centre for Applied Developmental Research that will link all of these resources within an interdisciplinary, collaborative framework. These CRC appointments are intended to provide additional strength and momentum to this group.

In accordance with Queen's guidelines for the assignment of Canada Research Chairs, applications from qualified women are particularly encouraged for these positions. This is an international search, open to candidates of all nationalities. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be considered first. Queen's academic staff are governed by a collective agreement, the details of which are posted at <http://www.queensu.ca/quafa>. Queen's University is committed to employment equity, and welcomes applications from all qualified men and women, including visible minorities, aboriginal people, persons with disabilities and persons of a diversity of sexual orientation.

Applicants should send a letter of application, a curriculum vitae, a detailed research plan, samples of scholarly work and the name of at least three referees to: Dr. M. W. Donald, Head, Department of Psychology, Queen's University, Kingston ON K7L 3N6, Canada. Email: head@psyc.queensu.ca; Fax: 613-533-2499; Tel: 613-533-2492.

CAREERS CARRIÈRES

DEVELOPMENT STUDIES

■ **QUEEN'S UNIVERSITY:** The Development Studies programme invites applications from outstanding scholars interested in being nominated for University-wide appointments for the four-track faculty appointment categories of the Ontario New Scholar (ONS) programme and/or the Canadian Research Chair (CRC) programme. Development Studies is an interdisciplinary programme offering undergraduate courses in development theory and practice as well as internships in a developing

DRAMATIC ART

■ **THE UNIVERSITY OF WINDSOR'S School of Dramatic Arts** seeks applications for four tenure-track positions at the rank of Assistant Professor, commencing July 1, 2004. The four specific teaching areas are: History Movement for the Actor, Stage Design, and Design. For detailed position descriptions visit our website: www.uwindsor.ca/facultypositions. Contact: Prof. Lionel Walsh, Director, School of Dramatic Art, University of Windsor, Windsor, ON N9B 3P4, Phone: 519.253.3000, Ext. 2805, Fax: 519.971.3629, Email: walsh@uwsd.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Jance Drakich, Director, Faculty Recruitment at 7787-6555.

ECONOMICS

THE UNIVERSITY OF ALBERTA — The Department of Economics, Faculty of Business, Economics, Forestry and Human Sciences, invites applications from outstanding individuals for one full-time, tenure track position at the Assistant Professor level. As a result of our commitment to undergraduate and graduate programs, and to research on areas of research strength, we are interested in highly qualified candidates in the area of Business or Applied Economics with experience in Financial Assessment, Operations Research, Supply Chain Management, in the context of industries such as forestry, agriculture and energy. The successful candidate will be required to teach at the undergraduate and graduate levels, supervise undergraduate and graduate students, establish a research program, administer a graduate program, and assist in the administrative duties of the department and faculty. Salary and rank will be commensurate with qualifications and experience. Candidates must submit a letter of application, curriculum vitae, three letters of reference, and a teaching dossier to: Dr. Gregory K. Dow, Chair, Department of Economics, Simon Fraser University, 8888 University, Burnaby, British Columbia, V5A 2C0, Canada. Applications should arrive by April 15, 2003. Letters of reference should be sent directly to the same address. Fax: 604-291-5944. E-mail: ecomp@sfu.ca.

hold a PhD in Economics, Business, Agriculture, or a related field, and must be eligible to receive one by September 1, 2003. Research and/or industry experience beyond a doctoral degree is desirable, as is experience with real or public sector case studies. Scholars interested in learning more about the Department of Rural Economy and the research programs of the staff are invited to visit the website at www.ruralecon.ubc.ca. Interested applicants should send a curriculum vitae, a copy of their dissertation, and three letters of reference to: Dr. Ellen Goddard, Department of Rural Economy, University of British Columbia, 2212 Main Mall, Vancouver, BC V6T 1Z4, Canada. Applications will be considered on a rolling basis. Duties include teaching at the

■ **MCGILL UNIVERSITY** — The Department of Economics invites applications to fill 5 tenure-track positions over the next two

years. We are primarily interested in the following fields: *Oil Economics, Natural Resource Economics, Public Economics, Environmental Economics, Applied Microeconomics*. The ranks at which these appointments would be made is *Associate Professor*. The successful applicants must have completed a *doctorate (or equivalent) by May, 2004*, and must show evidence of *research and teaching*. A *lecturer* at the Associate Professor level is also available.

and teaching. Applicants at the Associate or Full Professor level are expected to have established records of success in research and teaching. Applications for the University of Victoria invites applications for one regular full time position, starting July 1, 2004. The position is located in the Department of Economics.

application, indicating the person(s) for which application is (are) made, curriculum vitae, and three confidential letters of reference to Professor Chris Green, Chair, Department of Economics, McMaster University, B55 St. George Street, Hamilton, Ontario, L8S 4M4, A3A 2T7. The closing date for senior applications is October 15, 2003. The closing date for entry level, Assistant Professor applications is November 15, 2003. All applications are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority. Because McGill is an English-language university located in the francophone milieu of Montreal, we require that applicants be fluent in English. McGill is an equal opportunity employer.

Montreal, Quebec. Knowledge of French will be an asset. Mots d'ordre: University is committed to equity in employment.

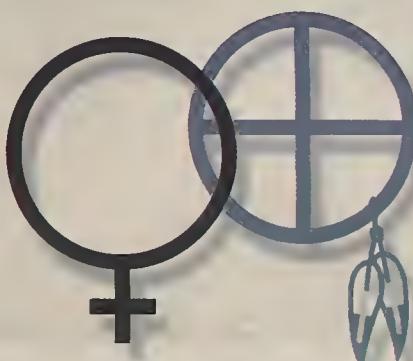
SI THOMAS MORE COLLEGE The Department of Economics at Si Thomas More College, Catholic college federated with the University of Saskatchewan, invites applications for a tenure-stream position in Economics at the level of Assistant Professor, effective July 1, 2004. The STM Economics department collaborates directly with and is integral to the scholarly work of the Economics Department at the University of Saskatchewan. The ideal candidate will have a Ph.D. in hand or near completion in Economics and an interest in social justice with special application to two or more of the following areas: economic development, transitional economics, institutional economics, labour economics, and behavioral economics. The candidate should be prepared to teach courses in macroeconomics, microeconomics, economic development, and/or labour economics. Candidates will be expected to develop an active, externally funded research program and to engage in collaborative research in an interdisciplinary environment. Applicants are asked to send a one-page letter as well as a copy of special material, including those from Department of Economics, International at <http://www.pageat.com> or on our Web page at <http://www.uvic.ca/econ>. The University of Victoria is an equal opportunity employer and encourages applications from members of under-represented groups, visible minorities, aboriginal peoples, people of all sexual orientations, and genders, and persons with disabilities. The University of Victoria is in close alliance with Canadian Immigration requirements; this advertisement is directed at the first category of Canadian citizens. Permanent residents, international students and Canadian spouses, as well as people, are encouraged to apply; however, Canadians and permanent residents will be given preference. Please send applications to: Chair, Search Committee, Department of Economics, University of Victoria, P.O. Box 1200, STN CSC, Victoria, BC V8W 2Y2, Canada. Applications will be required to answer for at least three letters of reference to be sent directly by the referees to the Chair of the Search Committee. All applications should be submitted as soon as possible. The deadline for the receipt of applications and letters of reference is November 15, 2003.

McMASTER UNIVERSITY — Applications are invited for a Tier I Canada Research Chair in the Department of Economics at McMaster University, effective January 1, 2004. The successful candidate will have an established independent research programme and a record of significant peer-reviewed publications. The Department of Economics is a research-intensive academic unit with a strong tradition of supervision of undergraduate students and M.A. and Ph.D. students. The successful candidate will contribute to these areas as well as to one or more of the Department's research areas of strength, which include health economics, environmental economics, population economics, public economics, applied economics, experimental economics, international economics, macroeconomics, international trade, and microeconomics.

nomics and money, and microeconomics and industrial organization. The successful candidate will be expected to assume a teaching role in the Department, to mentor McMaster University students, to promote employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Canadian citizens and permanent residents will be considered first for this position. Interested candidates should send a letter of application and a curriculum vitae to: Dr. Stuart M. McEwen, Department of Economics, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada L8S 4M4.

telephone: (905) 255-9140 x 24591; fax: (905) 562-8223; electronic mail: mcconch@mcmaster.ca. The Department will contact references directly for supporting letters. Consideration of applications will commence in the month of January 2003. All potential referees are asked to keep their names confidential. The Department will begin reviewing applications in October 2003. The search will continue until the position is filled.

■ **THE UNIVERSITY OF BRITISH COLUMBIA**
Vancouver, BC, Canada V6T 1Z3
is seeking to fill three tenure-track positions subject to financial budgetary approval. Starting date: July 1, 2004. Positions are at the rank of Assistant, Associate, or Full Professor. Priority fields include macroeconomics, international finance, and financial markets. Industrial organization, industrial organization, and public finance, as well as quantitative methods, are also welcome. Applications should be sent to: dean@bus.sfu.ca or busdept@sfu.ca.



New engineering positions for women and aboriginal academics

Four tenure-track positions for NSERC UFA-eligible applicants*

THE UNIVERSITY OF WINDSOR presents four exceptional career opportunities, for women and aboriginal academics, who are eligible for an NSERC University Faculty Award.¹ Successful applicants will join a welcoming and culturally diverse community of researchers whose collegiality and cross-disciplinary involvement are a uniquely appealing facet of our faculty experience.

The positions in Mechanical, Automotive and Materials Engineering are in Tribology and Applied Dynamics. Those in Civil Engineering are in Experimental Structure Mechanics and Asset Integrity/Management. (The Applied Dynamics position may also focus in Civil Engineering.)

Qualified applicants are encouraged to research position details online, or to contact Dr. Janice Drakich, Director of Faculty Recruitment, toll free at 1-877-665-6608.

⁴UFAs are designed to encourage the appointment of women and aboriginal members. See *ibid.* section 10.

CLICK HERE
www.uwindsor.ca/facultypositions

the degree

UNIVERSITY OF
WINDSOR

CAREERS CARRIÈRES

Faculty of Arts

TENURE-TRACK POSITIONS



York University is continuing its multi-year initiative to appoint tenure-stream faculty members who are of the highest calibre, and who will enhance our international academic and research programs and further the University's commitment to excellence through diversity. York is located in Toronto, Canada's knowledge, trade and financial centre, and its gateway to the global community.

The Faculty of Arts at York University invites applications for **full-time** tenure-track positions at the rank of **Assistant Professor** in departments/divisions as indicated below.

Applicants are asked to send a letter of application, a current CV and requested supporting materials, by the deadline noted for each position, to the appropriate Chair, at:

**Faculty of Arts, York University,
4700 Keele Street, Toronto,
Ontario, Canada, M3J 1P3.**

Applicants should also arrange for their confidential letters of recommendation to be sent directly to the Chair. The anticipated starting date for all positions is July 1, 2004 (subject to budgetary approval). All academic positions are posted on the York University website.

Anthropology – Transnational Religion

Applications are invited for a position in **Transnational Religion, Religious Networks and Movements**, which may include the study of, or linkages between, diasporic religions, creolization/hybridization, ethnic/religious pluralism, fundamentalisms, spiritualisms, and globalization. Regional specialization is open. Candidates should show excellence or promise of excellence in teaching and in scholarly research and publications. The position will normally include graduate teaching and supervision, as well as undergraduate teaching and research. A PhD, completed or near completion, is required. Deadline to apply **November 15, 2003**.

Applications, including a statement of research and teaching interests, and teaching evaluations, should be sent to: Professor Naomi Adelson, Chair, Department of Anthropology. E-mail: nadelson@yorku.ca Tel: 416-736-5261. Fax: 416-736-5768.

Economics (2 positions) –

Macroeconomics; Applied Microeconomics; Labour Economics; Industrial Organization; International Trade; Public Economics; Economic Development; Financial Economics; Resources

Applications are invited for **two** positions. While outstanding candidates in any field may apply, we are particularly interested in candidates in the above areas. Candidates should have a PhD in economics (or expected in 2004) and show potential of becoming excellent teachers and nationally/internationally recognized scholars. Deadline to apply: **December 1, 2003**.

Applications, including recent research papers, should be sent to: Hiring Committee, Department of Economics. E-mail: hiring@dept.econ.yorku.ca Tel: 416-736-5083. Fax: 416-736-5987.

English –

Nineteenth-Century British Literature

A position is offered in **Nineteenth-Century British Literature**. The successful candidate will have particular expertise in the period between 1800 and 1860, will be at home working with both poetry and prose, and will have significant university teaching experience. A PhD, or equivalent, in English literature with specialization in nineteenth century British literature, and demonstrable excellence in both teaching and research are required. It is expected that the successful candidate will participate in our roster of large-lecture introductory courses, teach upper-year courses in her/his field of specialization, and, either immediately or very soon, contribute to the graduate program in English. Deadline to apply **November 10, 2003**.

English –

Professional Writing

A position is offered in **Professional Writing**. The successful candidate will have particular expertise in periodical publication and print journalism. Additional expertise in one or more of visual design, ethics in professional writing, and workplace writing is a considerable asset. Professional experience in print journalism or publishing is highly desirable. A PhD, or equivalent, in rhetoric, professional writing, journalism or communications, and demonstrable excellence in both teaching and research are required. The successful candidate will be a key contributor in building our new program in Professional Writing. The candidate will be expected to step into a rotation for teaching a large second-year lecture course, to offer upper-year courses in areas of particular expertise, and, either immediately or very soon, to contribute to the graduate program in English. Deadline to apply: **November 10, 2003**.

English –

Postcolonial Literature

A position is offered in **Postcolonial Literature** with a specialization in **Caribbean Literatures in English**. The successful candidate will have demonstrable expertise in current Caribbean literatures and significant university teaching experience. Some expertise in diasporic and minority literatures in Canada and in postcolonial theory and critical race theory is a considerable asset. A PhD, or equivalent, in English literature with specialization in postcolonial Caribbean, and demonstrable excellence in both teaching and research are required. It is expected that the successful candidate will undertake immediately a large-lecture undergraduate course in Caribbean literature, will participate in the teaching rotation for a course in minority literatures in Canada, and, either immediately or very soon, contribute to the graduate program. Deadline to apply: **November 10, 2003**.

Applications, including a sample of the applicant's written work (no longer than 25 pages), should be sent to: Professor Kim Ian McHesney, Chair, Department of English. E-mail: mchesn@yorku.ca Tel: 416-736-5166. Fax: 416-736-5412.

French Studies –

Quebec Literature

Applications are invited for a position in **Quebec Literature**. Candidates are expected to have a PhD in Quebec literature, an excellent research and publication record in this field, and a solid background in literary theory, preferably in the essay or in theater. The successful candidate will have demonstrated the capacity to teach literature and language at the undergraduate level and in her/his specialty at the graduate level, and to be an effective team player. Deadline to apply: **November 30, 2003**.

Inquiries and applications, including a copy of recent scholarly publications and teaching evaluations, a description of their present research interests and a description of their teaching practice and philosophy (2-3 pages each, maximum), should be addressed to: Professor Raymond Moogren, Chair, Department of French Studies, N723 Ross. Tel: 416-736-2100, ext. 7707. Fax: 416-736-5734. E-mail: rmougren@yorku.ca

CAREERS CARRIÈRES

French Studies – French as a Second Language

Applications are invited for a position in the teaching/acquisition of **French as a Second Language**. The successful candidate should have a publication record linked to a sound research program in the didactics (pedagogical) and acquisition (linguistic or psycholinguistic) of French as a Second Language, with a special focus on the assessment of Oral French, as well as demonstrated excellence in teaching variety of language and linguistics courses. Familiarity with the Ontario school setting and the Ontario FSL curriculum would be an asset. The candidate will be expected to teach both language and linguistics courses, and to play an active role in the development of the departmental curriculum. It is also expected that the candidate will be able to contribute to the Master's program in French Studies, upon or soon after being hired. A PhD in Linguistics or in Education with specialization in FSL teaching/learning, and excellent mastery of spoken and written French are required. Deadline to apply: **November 15, 2003**.

Applications, including relevant reprints, should be sent to: Professor Raymond Mougeon, Chair, Department of French Studies. E-mail the chair (rmougeon@yorku.ca) or assistant to the chair: french@yorku.ca. Tel: 416-736-5086. Fax: 416-736-5734.

Geography – Human Geography

For this position in **Human Geography**, we are seeking a geographer with interests in political ecology and/or social theories of nature. We welcome applications from candidates applying critical or feminist approaches to the environment or working with indigenous peoples. A PhD is required at the time of appointment. We seek an individual who will develop a vigorous research program, and is committed to high-quality undergraduate and graduate education. Additional information on the Department can be obtained at www.yorku.ca/dept/geograph. Deadline to apply: **November 1, 2003**.

Geography –

Geography of International Development

For this position in **Geography of International Development**, we are seeking a human geographer applying critical and/or feminist approaches to economic and social change in an international development context. Preference will be given to candidates with ongoing research interests in Asia, Latin America or the Caribbean, which will allow them to link with existing research centres at York. A PhD is required at the time of appointment. We seek an individual who will develop a vigorous research program, and is committed to high-quality undergraduate and graduate education. Additional information on the Department can be obtained at www.yorku.ca/dept/geograph. Deadline to apply: **November 1, 2003**.

Applications, including a statement of research interests and selected publications, should be sent to: Dr. John Radford, Chair, Department of Geography. Tel: 416-736-5107. Fax: 416-736-5988. Electronic applications will not be accepted.

History – Canadian History: Pre-1900

Applications are invited for a position in Canadian History, with a specialization in **Canadian History Pre-1900**. A completed PhD in History, or equivalent, and an ongoing program of research in the area of specialization are required. Candidates are expected to demonstrate promise of excellence in teaching and in scholarly research and publication. The successful candidate must be suitable for prompt appointment to the Graduate Program in History. Deadline to apply: **September 22, 2003**.

History –

United States History: United States in the World

Applications are invited for a position in United States History, with a specialization in **United States in the World**. Approaches to the field may include social, cultural, economic, and/or gender history, as well as political history. Candidates are expected to demonstrate an ability to teach a course in the United States in the World, and to demonstrate promise of excellence in teaching and in scholarly research and publication. A completed PhD in History, or equivalent, and an ongoing program of research in the area of specialization are required. The successful candidate must be suitable for prompt appointment to the Graduate Program in History. Deadline to apply: **October 24, 2003**.

History – Canadian History

Applications are invited for a position in Canadian History. The field of specialization is open but the successful candidate will demonstrate an ability to teach a wide range of courses in Canadian history at all levels. A completed PhD in History, or equivalent, and an ongoing program of research in the area of specialization are required. Candidates are expected to demonstrate promise of excellence in teaching and in scholarly research and publication. The successful candidate must be suitable for prompt appointment to the Graduate Program in History. Deadline to apply: **November 28, 2003**.

Applications, including a teaching dossier, should be sent by the deadline, to: Professor Maureen Shore, Chair, Department of History. E-mail: mshore@yorku.ca. Tel: 416-736-5123. Fax: 416-736-5836.

Humanities –

Christian Origins/New Testament Literature

The Division of Humanities invites applications for a position in **Christian Origins and New Testament Literature**. We seek a candidate with a completed PhD at the time of appointment, evidence of a vigorous research agenda with scholarly interests in the Jewish, Greek, and Roman contexts of early Christianity, and promise of excellence in teaching. Other requirements include the ability to teach broad undergraduate courses in Christian studies from an interdisciplinary perspective in the first- and second-year Foundations program, as well as ancient Greek language, and the potential to undertake graduate teaching and supervision. The successful candidate will join the Programs in Religious Studies and in Classical Studies within the interdisciplinary Division of Humanities, membership in the Centre for Jewish Studies is also possible. Deadline to apply: **October 31, 2003**.

Humanities – Children's Literature and Culture

The Division of Humanities invites applications for a position in **Children's Literature and Culture**. We welcome candidates with a substantive record of interdisciplinary scholarship and teaching in this field. Expertise in the area of fantasy would be desirable. We seek a candidate with a completed PhD at the time of appointment, evidence of a vigorous research agenda, and promise of excellence in teaching. Other requirements include the ability to teach broad undergraduate courses in children's literature and culture from an interdisciplinary perspective in the first- and second-year Foundations program and in upper-level courses, as well as the potential to undertake graduate teaching and supervision. Deadline to apply: **October 31, 2003**.

Humanities – Modern European Culture

The Division of Humanities invites applications for a position in **Modern European Culture**. We welcome candidates with interdisciplinary scholarly and teaching expertise in nineteenth- and twentieth-century European culture. A completed PhD at the time of appointment, evidence of a vigorous research agenda, and promise of excellence in teaching are required. Other requirements include the ability to teach broad undergraduate courses in European culture from an interdisciplinary perspective in the first- and second-year Foundations program and in upper-level courses. The successful candidate will join the Program in European Studies within the interdisciplinary Division of Humanities, and must have the potential to undertake graduate teaching and supervision. The ability to contribute to the work of the Canadian Centre for German and European Studies is desirable. Deadline to apply: **October 31, 2003**. Applications, including a sample of the applicant's written work (no longer than 20 pages), should be sent by the deadline, to: Professor Doug Freake, Division of Humanities. E-mail: dfreake@yorku.ca. Tel: 416-736-5158. Fax: 416-736-5460.

Languages, Literatures and Linguistics – Italian

Applications are invited for a position in **Italian**. The primary emphasis of the position is on teaching Italian language and culture. A PhD in Italian, demonstrable experience teaching courses in Italian language and culture at the university level, the ability to teach courses in Italian literature or linguistics, in-depth knowledge of L2 pedagogy and expertise in CALL/TEL is required. The person appointed must have a current record of relevant publications and conference presentations. Publications in the areas of Italian language, culture, literature and/or linguistics will be considered. Native or near-native fluency in English and Italian is expected. Deadline to apply: **November 1, 2003**.

Languages, Literatures and Linguistics – Linguistics

Applications are invited for a position in **Linguistics**. A PhD, strong research record, publications and demonstrated teaching ability are required. The primary area of specialization is syntax, with a secondary specialization in psycholinguistics or language acquisition. In addition to teaching courses in syntax and semantics, the successful candidate should be prepared to teach courses in psycholinguistics, language acquisition and introductory linguistics, and will be expected to teach in our graduate program in theoretical and Applied Linguistics. Deadline to apply: **November 1, 2003**.

Languages, Literatures and Linguistics – Spanish

Applications are invited for a position in **Spanish**. The primary emphasis of the position is on teaching Spanish language and Hispanic cultures. A PhD in Spanish, experience teaching courses in Spanish language and Hispanic cultures at the university level, and in-depth knowledge of L2 pedagogy are required. Experience in CALL/TEL is desirable. Ability to teach courses in Hispanic literatures or in other areas of linguistics is an asset. The person appointed must have a current, relevant record of publications and conference presentations. Publications in the areas of Spanish language, linguistics, culture, or literature will be considered. Native or near-native fluency in English and Spanish is expected. Deadline to apply: **November 1, 2003**.

Languages, Literatures and Linguistics – German

Applications are invited for a position in **German**. A PhD in German language and literature or a closely related field, experience in teaching German language courses at the university level, and the ability to teach courses in modern German literature and German Studies are required. Candidates must demonstrate scholarly contributions appropriate to the rank of assistant professor. It is expected that the appointed candidate will take a leading role in the administration of the language program and become involved in the work of the Canadian Centre for German and European Studies, housed at York. Native or near-native fluency in both German and English is required. Deadline to apply: **November 7, 2003**.

Applications, including the name, position, address, telephone number and e-mail of the referees, a statement of research and teaching interests, representative publications and teaching evaluations, should be sent by the deadline, to: Professor Nicholas Elson, Chair, Department of Languages, Literatures and Linguistics. E-mail: nelson@yorku.ca. Tel: 416-736-5016. Fax: 416-736-5483.

Mathematics and Statistics –

Actuarial or Financial Mathematics

Applications are invited for a position in **Actuarial or Financial Mathematics**, or closely related areas. The successful candidate must have a PhD and the background to teach and advise students in the department's actuarial program, as well as a proven record of research excellence and superior teaching ability. Preference will be given to candidates who will contribute to existing areas of strength within the department. Deadline to apply: **January 5, 2004**.

Mathematics and Statistics –

Mathematical Analysis

Applications are invited for a position in **Mathematical Analysis**. The successful candidate must have a PhD and is expected to have a proven record of research excellence and superior teaching ability. Preference will be given to candidates who can strengthen existing areas of present and ongoing research activity. Deadline to apply: **January 5, 2004**.

Mathematics and Statistics – Statistics

Applications are invited for a position in **Statistics**. The successful candidate must have a PhD, and is expected to have a proven record of research excellence and superior teaching ability. Preference will be given to candidates who can strengthen existing areas of present and ongoing research activity. Deadline to apply: **January 5, 2004**.

Mathematics and Statistics –

Computational or Industrial Mathematics

Applications are invited for a position in the areas of **Computational or Industrial Mathematics**. The successful candidate must have a PhD, and is expected to have a proven record of research excellence and superior teaching ability. Preference will be given to candidates who will contribute to existing areas of strength within the department. Deadline to apply: **January 5, 2004**.

Mathematics and Statistics –

NSERC University Faculty Award

Applications are invited for an **NSERC University Faculty Award (UFA)** in the areas of **Actuarial or Financial Mathematics**, **Mathematical Analysis** or **Statistics**. The successful candidate must have a PhD and is expected to have a proven record of research excellence, and superior teaching ability. For the **Actuarial or Financial Mathematics** area, the candidate must have the background to teach and advise students in the department's actuarial program, with preference being given to candidates who will contribute to existing areas of strength within the department. For the **Analysis or Statistics** area, preference will be given to candidates who can strengthen existing areas of present and ongoing research activity. The **UFA** program is directed to women and Aboriginal peoples. Deadline to apply: **September 22, 2003**.

Applications, ensuring that one of the three letters of recommendation addresses teaching, should be sent by the deadline, to: **Actuarial Search Committee** OR **Analysis Search Committee** OR **Statistics Search Committee** OR **Applied Mathematics Search Committee** OR **UFA General Search Committee**, Department of Mathematics and Statistics.

E-mail: actuarialrecruit@mathstat.yorku.ca

OR analysisrecruit@mathstat.yorku.ca

OR statsrecruit@mathstat.yorku.ca

OR appliedrecruit@mathstat.yorku.ca

OR u2a-genrecruit@mathstat.yorku.ca

Fax: 416-736-5757. www.math.yorku.ca/Hring/

Political Science –

Canadian Politics: Public Policy and Administration or Democratic Governance

Applications are invited for a position in **Canadian Politics**, with a preference for a specialization in **Public Policy and Administration** or **Democratic Governance**. Candidates are expected to demonstrate the promise of excellence in both scholarship and teaching at the undergraduate and graduate levels. Excellence in teaching should include an ability to respond pedagogically to York's diverse student body. A completed PhD is required. Deadline to apply: **September 30, 2003**.

Political Science –

Canadian Politics: Aboriginal Politics

Applications are invited for a position in **Canadian Politics**, with a specialization in **Aboriginal Politics**. The successful candidate is expected to teach required courses in Canadian politics at the undergraduate and graduate levels. Candidates are expected to demonstrate the promise of excellence in both scholarship and teaching at the undergraduate and graduate levels. Excellence in teaching should include an ability to respond pedagogically to York's diverse student body. A completed PhD is required. Deadline to apply: **October 31, 2003**.

Political Science –

Women and Politics: Open Specialization

Applications are invited for a position in **Women and Politics**, with an open specialization. Candidates are expected to demonstrate the promise of excellence in both scholarship and teaching at the undergraduate and graduate levels. Excellence in teaching should include an ability to respond pedagogically to York's diverse student body. A completed PhD is required. Deadline to apply: **October 31, 2003**.

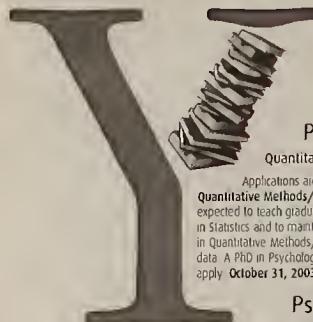
Applications, including appropriate samples of scholarship and teaching evaluations, should be sent by the deadline, to: Professor Isabella Bakker, Chair, Department of Political Science. E-mail: icbakker@yorku.ca. Tel: 416-736-5265. Fax: 416-736-5686.

Psychology –

Clinical-Developmental Psychology

Applications are invited for a position in **Clinical-Developmental Psychology**. Candidates should have a promising publication record and program of research with a specialization in an area of disability, such as Learning Disabilities, Attention Deficit Hyperactivity Disorder, Head Injury, or Disruptive/Behavioral Disorders, and a Cognitive Developmental, Neuropsychological or Environmental perspective. Excellent candidates with special interests in other areas, such as Intervention, Prevention, Program Evaluation, or other areas of child and adolescent psychology will also be considered. Graduate and undergraduate teaching and supervision in these areas will be expected. A PhD in Psychology, and eligibility for registration with the College of Psychologists of Ontario are required. An earlier start date is negotiable. Deadline to apply: **September 15, 2003**.

CAREERS CARRIÈRES



Psychology – Quantitative Methods/Statistics

Applications are invited for a position in **Quantitative Methods/Statistics**. Candidates will be expected to teach graduate and undergraduate courses in Statistics and to maintain an active research program in Quantitative Methods/Statistics (or psychological data). A PhD in Psychology is required. Deadline to apply: **October 31, 2003**.

Psychology – Clinical Psychology

Applications are invited for a position in **Clinical Psychology**. A PhD in Clinical Psychology, and eligibility for registration with the College of Psychologists of Ontario are required. Additionally, applicants should have a strong publication record and a promising program of research that focuses on, but is not limited to, psychotherapy process and outcome research. Knowledge of qualitative research methods, as well as background and interest in teaching assessment and psychodiagnostic courses at the graduate level, and counselling and/or abnormal psychology courses at the undergraduate level, would be an asset. Deadline to apply: **October 31, 2003**.

York's Department of Psychology is one of the largest in North America, and offers doctoral programs in a number of areas. Our clinical program is CPA- and APA-accredited, and its faculty are a diverse and dynamic group of scientist-practitioners. Applications, including relevant reprints, should be sent by the deadline, to: Professor Esther Greenglass, Chair, Department of Psychology. E-mail: estheng@yorku.ca Tel: 416-736-5116. Fax: 416-736-5814. Review of applications will continue until the positions are filled.

Division of Social Science – Communication Studies (2 positions)

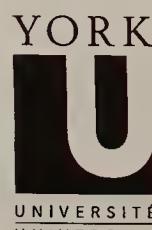
Applications are invited for two positions in **Communication Studies**. Applicants must have a PhD in Communication (or a related discipline) or an equivalent degree, and are expected to demonstrate the promise of excellence in research, publication and teaching, and an ability to teach in interdisciplinary programs. The successful candidate will contribute to the York Ryerson Graduate Program in Communication and Culture, and should have a substantive focus on at least one of the following areas related to the study of communication and culture.

- 1) Organizational Communication,
 - 2) Media Studies, Race and Ethnicity,
 - 3) New Media, Politics and Policy,
 - 4) Non-Western/Developmental Communication.
- Deadline to apply: **October 15, 2003**.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at **416-736-5713**.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

www.arts.yorku.ca



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Division of Social Science – Business and Society

Applications are invited for a position in the critical interdisciplinary study of **Business and Society**. A PhD, or equivalent, is required. Applicants are expected to demonstrate the promise of excellence in both scholarship and teaching at the undergraduate and graduate levels, and must have a demonstrated record of critical, interdisciplinary scholarship and/or teaching experience in alternative economic firms and arrangements, as well as in at least one of the following areas: ethics, political theory or political economy. The successful candidate will be expected to teach a fourth-year seminar on Alternative Economic Firms and Arrangements as well as other courses in the field of Business and Society. The ability to teach a fourth-year course entitled Research in the Community would be an asset. Candidates should have a background in co-operative studies, ethics and/or political theory. Deadline to apply: **October 31, 2003**.

Division of Social Science – International Development

Applications are invited for a position in the critical and interdisciplinary study of **International Development**. Applicants should have a PhD with a specialization in International Development, as well as research and work experience in the developing world, and are expected to demonstrate the promise of excellence in both scholarship and teaching at the undergraduate and graduate levels. Although area of specialization is open, the successful candidate will be able to teach courses that offer practical approaches to development planning and management. Familiarity with development research methodologies and assessment tools will be an asset. Applicants are invited to visit the Program's website at www.arts.yorku.ca/ids/. Deadline to apply: **October 31, 2003**.

Applications, including a statement of teaching and research interests, appropriate samples of their scholarship and teaching evaluations, should be sent by the deadline, to: Dr. Mary-Louise Craven, Chair, Division of Social Science, 5756A Ross Building. E-mail: mrc@yorku.ca Tel: 416-736-2100, ext. 77812. Fax: 416-736-5574.

Joint Sociology/ Social Science – Law, Crime and Social Regulation/ Critical Criminology

The Department of Sociology and the Division of Social Science invite applications for a position which is intended to strengthen York's new interdisciplinary **Criminology Program** and the Department of Sociology's overlapping and related work in the **Sociology of Law, Crime and Social Regulation**. This appointment is joint between Sociology (60%) and the Criminology Program in the Division of Social Science (40%). The successful candidate should be prepared to teach undergraduate courses on policing, the court system, corrections and alternative forms of justice. Candidates will hold a PhD in sociology.

or a related discipline, show promise of excellence in research, publications and teaching in the Sociology of Law, Crime, and Social Regulation from a perspective of critical criminology, and demonstrate a strong commitment to undergraduate teaching within an interdisciplinary context. The Department of Sociology supports a curriculum in which the teaching of sociological theory and sociological methods play an important role. Candidates who also have experience and demonstrated strengths to teach theory and/or methods will be given preference. Potential to be appointed to the Faculty of Graduate Studies and teach in the Graduate Program in Sociology is also required. Applicants are invited to visit the Department of Sociology's website at www.arts.yorku.ca/soci/ and the Criminology website at www.arts.yorku.ca/sosc/criminology/index.html. Deadline to apply: **October 15, 2003**.

Applications, including a statement of teaching and research interests, up to three samples of written work and teaching evaluations, should be sent to: Professor Alan Simmons, Chair, Department of Sociology. E-mail: asimmons@yorku.ca Tel: 416-736-5015. Fax: 416-736-5730.

Sociology – three positions

Applications are invited for three positions in the following areas:

- 1) **Race and Racialization** (preference will be given to candidates whose work has a Canadian focus);
- 2) **Critical Sexualities** (a solid grounding in feminist and queer theories is required);
- 3) **Economy and Society** (strength in the perspective of political economy and/or of economic sociology is required).

All positions require a strong background, critical viewpoint, and empirical research agenda in the field in question. The Department of Sociology supports a curriculum in which the teaching of sociological theory and sociological methods plays an important role. Candidates who also have experience and demonstrated strengths to teach undergraduate theory and/or methods as well as in their substantive research specialty areas will be given preference. Candidates should have a completed PhD by September 1, 2004. Deadline to apply: **September 26, 2003**.

Applications, including up to three examples of your written work, should be sent to: Professor Alan Simmons, Chair, Department of Sociology. E-mail: asimmons@yorku.ca Tel: 416-736-5015. Fax: 416-736-5730. The Department of Sociology has taken further steps in its policy of affirmative action to include applications from lesbian, gay, bisexual and transgendered people. Persons who are members of one or more of these groups are encouraged to self-identify during the selection process. Please note that candidates from these groups will be considered within the priorities of the affirmative action only if they self-identify.



CAREERS CARRIÈRES

FRENCH

■ **THE UNIVERSITY OF VICTORIA** — The Department of French invites applications for a tenure-track appointment in French Medieval and Renaissance Studies at the Assistant Professor level, beginning July 1, 2004. The Department seeks an active researcher with a PhD or equivalent relevant publications, excellent teaching record, and ability to teach French and English, proficiency in French and English. The successful candidate will teach language and literature courses at the graduate and undergraduate level. Applicants are invited to consult the web site for more information about the Department at <http://webpages.uvic.ca/french/>. Applications including a curriculum vitae, a statement of teaching and research interests, copies of all publications, and three letters of recommendation should be sent to: November 1, 2003 to: Dr. Claude Caillan, Acting Chair, Department of French, University of Victoria, P.O. Box 3045 STN CSC, Victoria BC V8W 3P4, Tel: 250-472-5724, Fax: 250-472-5724, Email: caillan@uvic.ca. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal people, persons and gender, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply, however, in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority.

■ **SIMON FRASER UNIVERSITY** — The Department of French invites applications for a Tenure-track position as Assistant Professor, effective 1 September 2004. This position is subject to budgetary approval. Qualifications: completed PhD in French Canadian literature/French literature/French linguistics; demonstrated potential for excellence in research and scholarly publication. Total fluency in oral and written French and English. Preference will be given to candidates who: a) plan to conduct research in the area of French Canadian literature and/or French literature and are willing to initiate joint research projects; b) have a strong record of effective teaching at the university level (experience in teaching literature and graduate supervision would be an asset); c) are committed to one or more of the following fields: French Canadian literature; 19th Century French literature; Literature of the Americas; and/or the French Canadian Régime. If have some experience in integrating the internet, multimedia and laboratory facilities into literature instruction. Responsibilities: the successful candidate will be responsible for teaching courses in French literature at the undergraduate and masters' levels; participate in graduate supervision; pursue an active research program, resulting in scholarly publications; participate in research, teaching and community affairs. Applicants should submit a curriculum vitae, a brief description of teaching and research interests, a statement of research interests, and three letters of reference, to be sent to: Chair, Department of French, Simon Fraser University, 8888 University Drive, Burnaby, British Columbia, V5A 1S6, Canada. Deadline: October 2003. Interested parties may consult the web page (<http://www.sfu.ca/french/>) for information about the Department.

■ **DAULHUS UNIVERSITY** — The Department of French at Dalhousie University invites applications for a tenure-track appointment as Assistant Professor or Lecturer (commencing July 1, 2004) in Applied Linguistics, with subspecialization in or demonstrated interest in, English as a Second Language Learning and Teaching. This position is subject to budgetary approval. Candidates should have a PhD in hand, preferably strong teaching experience and background directly related to teaching responsibilities. The selected candidate will be joining a department of French with solid programs in linguistics, literature and cultural studies, and should thus have a clear career path in mind. The department is looking for candidates with a broad interest in teaching, including at least one advanced language classes. The nature of the courses to be taught requires the candidate to be a native or near-native speaker of French, but this is not a necessary measure of qualifications and experience. The deadline for applications is October 15, 2003. Applications including a CV, three letters of recommendation, and any other relevant material, should be sent to: Dr. Raymond Mopho, Chairperson, Department of French, Dalhousie University, Halifax, Nova Scotia, B3H 2W5, Canada. Dates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. Applications from qualified Aboriginal people, persons with disabilities, equally visible persons, and women.

■ **DAULHUS UNIVERSITY** — The Department of French at Dalhousie University invites applications for a full-time tenure stream appointment as Assistant Professor or Lecturer (commencing July 1, 2004) in Francophone Culture and Cinema with a strong interest in one or more of the following geographical/cultural areas: West Africa, North Africa, Central Africa, the West Indies, or the Pacific Ocean. A solid background in French literature, women's studies or cinema studies would be an asset. This position is subject to budgetary approval. Qualifications: completed PhD in hand, preferably strong teaching experience and background directly related to teaching responsibilities. The nature of the courses to be taught requires the candidate to be a native or near-native speaker of French. This position will be commensurate with qualifications and experience. The deadline for applications is October 15, 2003. Applications including a CV, three letters of recommendation, and any other relevant material, should be sent to: Dr. Raymond Mopho, Chairperson, Department of French, Dalhousie University, Halifax, NS B3H 4P9. All qualified candi-

dates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with disabilities, equally visible persons, and women.

■ **YORK UNIVERSITY** — Toronto, Ontario. The Department of French Studies, Faculty of Arts, seeks a tenure-track Assistant Professor in the teaching/acquisition of French as a second language. The successful candidate will be an Affirmative Action Professor. This area of Quebec literature. Details in full-page ad in the issue and at <http://www.yorku.ca/facdevs/affaction/>. The Affirmative Action Program can be found on York's website at <http://www.yorku.ca/academic/> or a copy can be obtained by calling the Affirmative Action Program, at 416-739-7303. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **THE UNIVERSITY OF WINDSOR** invites applications for a tenure-track position in French Language and Literature in the area of French Linguistics or Ethnolinguistics, with specialisation in Franco-Canadian dialectology at the rank of Assistant Professor. Candidates must have a detailed position description; visit our website at: <http://www.uwindsor.ca/facdevs/>. Contact Dr. Veronique Friesel, Chair, French Studies, University of Windsor, Windsor, Ontario N9B 3G2, Tel: 519-253-3000, Ext. 2002, Fax: 519-251-3648, Email: vfriesel@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Diakakis, Director, Faculty Recruitment at 519-253-6600 (toll free) or recruit@uwindsor.ca.

■ **FRENCH & COMMUNICATION STUDIES**

■ **McMASTER UNIVERSITY** — The Department of French and the Communication Studies Program at McMaster University jointly invite applications for a tenure-track position as Assistant Professor in the area of French 19th century literature and in one or more of the following areas: mass communication, cultural studies, performance studies and language and discourse studies. The successful candidate will have a PhD in a relevant discipline and will have demonstrated excellence in teaching and research. The successful candidate's duties will include a teaching load of 3.0 courses per year, responsibilities in both the French Department (60%) and the Communication Studies Programme (40%). The French Department offers undergraduate and graduate degrees in French language, literature and communication. The Communication Studies Programme offers an undergraduate degree in Communication Studies and plans to develop a graduate programme. The successful candidate will be based in the Department of French. Applications should be submitted to: Chair, Department of Geography, University of Victoria, Box 3065, Victoria B.C. Canada V8W 3P5 (email: charl@maths.geog.uvic.ca). Candidates should also include three referees and three letters of reference. Applications should be submitted for a deadline of September 1, 2003, with an expected start date of January 1, 2004. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal people, people with disabilities, and from all segments of our society. The University of Victoria is committed to the further diversification of the University. All qualified candidates are encouraged to apply, however, in accordance with Canadian Immigration regulations, Canadians and permanent residents will be given priority. Advertisements are in compliance with University of Victoria Employment Equity Plan (<http://web.uvic.ca/equity/>).

■ **MCGILL UNIVERSITY** — Applications are invited for a tenure-track position at the Assistant Professor level in Development Geography, beginning June 1, 2004. Applications must be submitted by November 15, 2003. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McGill University is strongly committed to employment equity within its community, and to recruiting a diverse student population. McGill University encourages applications from the most qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

■ **GOVERNMENT OF QUEBEC** — Applications are invited for a tenure-track position at the Assistant Professor level in Development Geography, beginning June 1, 2004. Applications must possess a PhD by that date, and have demonstrated excellence in research, teaching and communication. The successful candidate should have a strong record of research, teaching and communication. The successful candidate will be expected to teach undergraduate and graduate courses and develop a vigorous research program, including grants and donations. Excellent opportunities exist for collaboration within the Department and other units including the Centre for Developing Areas Studies and the McGill School of Environment. Information on McGill and the Department of Geography can be found at www.mcgill.ca and www.geog.mcgill.ca. Salary will be commensurate with qualifications and experience. McGill University is committed to employment equity. Applications are encouraged from qualified women and men, members of visible and non-visible minorities, Aboriginal people, and persons with disabilities. In accordance with Canadian Immigration regulations, the advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Candidates should send their curriculum vitae, statements of teaching and research interests, any teaching evaluations, and up to three reprints to the address below. Confidential letters of recommendation should be sent by the candidate to: Chair, Department of Geography, McGill University, 805 Sherbrooke St. West, Montreal, Quebec H3A 2K6, phone: 514-398-4122, fax: 514-398-7437, email: char@mcgill.ca.

■ **CONCORDIA UNIVERSITY** — The Faculty of Arts and Sciences has one tenure-track position available in the area of urban sustainable transport. Please see our full-page ad in this issue or visit us on the Web at <http://artsandscience.concordia.ca>.

■ **YORK UNIVERSITY** — Toronto, Ontario. The Department of Geography, Faculty of Arts, seeks tenure-track Assistant Professors in two fields: Geography of International Trade and Geography of Natural Resource Development. Details in full-page ad in this issue and at <http://www.yorku.ca/academic/>. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at <http://www.yorku.ca/academic/> or a copy can be obtained by calling the Affirmative Action office at (416) 736-5733. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **THE UNIVERSITY OF WINNIPEG** — The Department of Geography invites applications for an Assistant Professor in the area of geography of contemporary Asia, preferably China. Applications should include a research-based research program and fluency in a major Asian language. The ideal candi-

Provost and Vice-Rector, Concordia University

Concordia University invites applications and nominations for the position of Provost and Vice-Rector Academic. One of Canada's fastest growing universities, Concordia is experiencing exciting, transformative changes with the successful recruitment of over 300 talented, full-time faculty appointments over a four year period. A \$350 million building program is in progress on both of Concordia's Montreal campuses including a new Science Pavilion on the west end campus, an Integrated Engineering, Computer Science and Visual Arts Complex and a new John Molson School of Business at the downtown campus.

Concordia University's academic programs are situated within four dynamic Faculties: Arts and Science, Engineering and Computer Science, Fine Arts, and the John Molson School of Business as well as a School of Graduate Studies. Over 30,000 undergraduate and graduate students are enrolled in degree and diploma programs, and an additional 9,000 registrants in continuing education programs. Several departments, in all Faculties, are competitive with the finest academic units in Canadian universities and many others have set ambitious goals suitable for a university with high expectations of itself.

The Provost, who reports to Concordia's Rector and Vice-Chancellor, is the University chief academic officer and provides leadership to the faculty deans, the dean of graduate studies and the university's academic support units, and assures the cooperation and collaboration of all Faculties in pursuit of the overall University academic plan. The Provost oversees, promotes and facilitates teaching and research excellence, and the ongoing review and renewal of academic programs.

The position offered will commence on June 1st 2004 at the conclusion of the two successful terms of the incumbent. The initial appointment is for five years, renewable for an additional five years, contingent upon a positive evaluation in the fourth year of the first term. Compensation is appropriate to the demands and responsibilities of the position. Concordia University hires on the basis of merit and is committed to employment equity.

The successful candidate will have strong leadership abilities, superior communication skills, integrity, dedication to the encouragement and attainment of academic excellence, a commitment to academic freedom, an understanding of students needs and aspirations, the ability to encourage collaboration and teamwork, and the achievement, or perseverance to achieve, suitable fluency in both English and French to effectively represent Concordia University in a bilingual Quebec environment.

The Advisory Search Committee will begin consideration of applications and nominations in October 2003. These can be forwarded in confidence to Ms. Enza DeCubellis, Secretary, Advisory Search Committee for Provost and Vice-Rector, Concordia University, 1455 De Maisonneuve Boulevard West, Room S-BC-215, Montreal, Quebec, Canada, H3G 1M8.



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Chair, Scottish Studies, College of Arts

The College of Arts in the University of Guelph seeks candidates for a Chair in Scottish Studies to be part of its dynamic Scottish Studies programme. Now in its fifth decade, this interdisciplinary programme provides distinguished research and instruction to undergraduates and graduates from across North America. The University of Guelph is one of Canada's top rated universities and its library possesses the largest collection of Scottish written materials outside the United Kingdom.

The Chair of Scottish Studies will provide inspired leadership in scholarship and community outreach related to the history and culture of Scotland. She will possess a demonstrated record of excellence in research, teaching, and service. The Chairholder will be expected to work creatively with other members of the Scottish Studies programme and to advance more general interest in the subject. Evidence of commitment to path breaking research, a strong record of graduate instruction, and a demonstrated ability to work with non-academic communities are prerequisites for the Chair.

This senior appointment will be made at the rank of full professor. The Chair will have reduced teaching responsibilities that will allow for greater concentration on research.

Located 90 kilometres west of Toronto, the University of Guelph is an acknowledged research leader within Canada and one of the country's most residential universities.

Applicants should send a letter with curriculum vitae and the names of 3 referees to Dr. Jacqueline Murray, Dean, College of Arts, University of Guelph, Guelph, Ontario, Canada N1G 2W1. Fax (519) 837-1315.

Deadline for receipt of applications is December 15, 2003 or until a suitable candidate is found.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

UNIVERSITY
of GUELPH

CAREERS CARRIÈRES

3110; fax (519) 661-3676. Applications should include a curriculum vitae and the names of at least three referees. For additional information in regard to the Faculty, please visit its web site at: <http://www.uwo.ca/lhs/>. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons

WISTOR

■ **SIMON FRASER UNIVERSITY** — The Department of History invites applications to a tenure track appointment in the field of 19th and 20th Century Russia/Soviet Union, with a specialization in political history and/or International relations. Also desirable would be additional interests in Eastern Europe, the Balkans, or the Middle East. The position will begin in September, 2004. The appointment will be made at the As

system. Professor level at a salary that matches qualifications. Preferred qualifications include a completed PhD, publications, and university teaching experience. The successful candidate will be expected to generate and apply research, and to engage students in research. The successful candidate will be expected to develop a strong research program in her/his area of specialization. An ability to teach World History at the undergraduate level is required. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Simon Fraser University is committed to the principles of equity and employment diversity and encourages applications from qualified individuals. This position is subject to appropriate funding by the University Board of Governors and final budgetary authorization. Closing date for receipt of applications is January 15, 2003. Applicants should send a curriculum vitae and three or four letters of reference to be sent to: Dr. Jack Little, Chair, Department of History, Simon Fraser University, Burnaby, B.C. V5A 1S6, Fax: (604) 291-5357.

Professor level at a salary that matches qualifications. Preferred qualifications include a completed Ph.D., publications, and university teaching experience. The successful candidate will be expected to teach undergraduate and graduate courses, and will be expected to develop a strong research programme in her/his area of specialization. All qualified candidates are encouraged to apply, however, consideration will be given to women. Residents with a gay partner, Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified applicants. This position is subject to budgetary approval by the Board of Governors and final budgetary authorization. Closing date for receipt of applications is Friday 14 November 2003. Applications should send a curriculum vitae, a teaching statement, and a reference letter to be sent to: Dr. Jack Little, Chair, Department of History, Simon Fraser University, Burnaby, B.C. V5A 1S6, Fax: (604) 291-3322.

■ SIMON FRASER UNIVERSITY — The Department of History invites applications for a tenure track appointment in the field of 18th- and/or 19th Century American History, with an inclusive area of particular interest in U.S. women's history, but also in gender, as well as external, the environment, the economy and labour, and/or women/gender. This position will begin in September 2004. The appointment will be made at the Assistant



St. Thomas University

LEADERS IN LIBERAL ARTS

Entry-level Tenure-track Positions in Criminology, English, Human Rights, Native Studies, Religious Studies, and Spanish

HEALTH STUDIES & GERONTOLOGY

■ THE UNIVERSITY OF WATERLOO — The Department of Health Studies and Gerontology (DHSG) invites applications for a tenure-track position in Health Behaviour or Social Scientist in Health. The Department has a multidisciplinary perspective that spans the biological, social, and behavioural dimensions of health promotion research. Candidates with a wide variety of backgrounds (including, psychology, sociology, geography, health promotion, aging, social or behavioural epidemiology, social marketing, and anthropometry) are encouraged to apply. Anticipated start date is July 1, 2004, but an earlier appointment is possible. Department members have established research programs in a variety of topics with many collaborative opportunities and linkages with all levels of government and the national and international research community. DHSG is affiliated with several large research centres located in the Faculty of Applied Health Sciences. These include the Health Behaviour Research Group (HBR), the Research Institute in Injury Prevention and Health Infomatics (RIHPI), the Centre for Behavioural Research and Program Evaluation (CBRPE) and its national Sociobehavioural Cancer Research Network funded by the Canadian Cancer Society, the Canadian Institutes of Health Research, and the Canadian Institutes of Health Research and Education Program (MAREP). There are also close links to the Research Institute in Health Infomatics (RIHI) and the Research Institute in Injury Prevention and Health Infomatics Research. This university is at the hub of Canada's "Triangle," which provides a diverse range of educational, cultural, recreational, and business opportunities to local residents. Appointments must be made at the rank of Assistant Professor with a commitment to both funded research and teaching excellence. An appointment at the rank of Assistant to Associate Professor will also be considered. This includes a statement of teaching and research interests accompanied by two research articles and three letters of reference by November 1, 2003 to Dr. Michael J. Murphy, Chair, Department of Health Studies and Gerontology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada (<http://www.uwaterloo.ca/dhsg>). This appointment is subject to budgetary approval. All applications are encouraged to apply, however, however Canadians and Permanent Residents will be given priority. The University of Waterloo encourages applications from women, visible minorities, Aboriginal peoples, members of visible minorities, native peoples, and persons with disabilities.

ment d'histoires d'Université d'Otawa nous nous l'ouvrerons à l'un de nos meilleurs amis, le professeur de l'Université d'Otawa, en 1987. Entré en fonction le 1^{er} juillet 2004. Exigences: la préférence sera accordée aux candidats qui possèdent une solide expérience dans les postes de gestion et de direction, et une solide expérience dans l'enseignement. La candidate devra enseigner en français dans des établissements d'enseignement à temps plein en français et en anglais et être capable de faire face à une demande de traduction de l'anglais en français et vice versa. Salaire selon la convention collective. Prise de la paix pour son cursus universitaire et trois lettres de recommandation au Secrétariat des candidats à l'Université d'Otawa, 1555 Lakeshore Avenue, Ottawa, Ontario, K1N 6H5, Canada. Date limite pour soumettre sa candidature: le 1^{er} décembre 2003. Les candidats doivent être en mesure de courrousser à poser leur candidature. Toute fois, cette offre s'adresse de préférence aux citoyens canadiens et aux résidents permanents. L'Université d'Otawa offre une politique de droits d'entrée et d'emploi.

L'UNIVERSITÉ MCGILL — Le Département d'histoire est à la recherche de candidats pour combler un poste de chargé de cours en histoire de l'Amérique du Nord et d'Amérique latine, à complète de 1^{er} septembre 2004. Une spécialisation en recherche du XIX^e siècle sera privilégiée.

Religious Studies

The successful candidate will specialize in the academic study of Roman Catholic cultures, and will teach, in addition to courses in his or her own area, Introduction to Religious Studies, the Role of Women in Christianity, and Religious Studies: Scope and Methods. Apply: Dr. Thomas Parkhill, Chair, Religious Studies Department.

Spanish

The successful candidate will have native or near-native fluency in Spanish, will possess a PhD in 20th Century Spanish or Spanish American literature, and be qualified to teach language at all undergraduate levels and specialize in one or more of the following fields: live theatre, literary analysis, poetry, film/narrative. The successful candidate will be expected to participate in the Spanish Section's cultural, creative, and research activities. Apply Prof. Jonathan Rahn, Chair, Romance Languages Department.

All appointments begin July 1, 2004. Applicants must possess a Ph.D. or provide evidence of imminent completion. Each applicant is to submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and arrange to have three letters of reference sent directly to the appropriate chair or director, St. Thomas University, Fredericton, N.B. E3B 5G3. Closing date, October 15, 2003, or when positions are filled. Applicants are responsible for ensuring their files, including letters of reference, are complete by this date.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities.



CAREERS CARRIÈRES

university teaching experience. For details on teaching assignments and responsibilities, see www.sfu.ca/history/positions.html. All qualified candidates are encouraged to apply, however, Canadian citizens and Permanent Residents will be given priority. Simon Fraser University, Burnaby, B.C. V3A 1S6, Fax: (604) 291-5837.

■ **QUEEN'S UNIVERSITY** — The History Department invites applications for a tenure-track assistant professorship in the History of Early Modern Europe (including Britain), effective July 1, 2004. Applicants must have completed a PhD and show promise

of excellence in scholarly research and teaching. Teaching experience and publications are highly desirable. The appointee will be responsible for maintaining an active research programme, teaching undergraduate courses, and, if possible, graduate courses, and, if possible, supervising graduate students. Salary will be commensurate with qualifications and experience. Send application and curriculum vitae and ask three referees to write to the Department of History, Queen's University, Kingston, ON K7L 3N6, Canada. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Academic staff at Queen's University are governed by a collective agreement, the details of which are posted at <http://www.queensu.ca/academicagreement/>. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people, persons with disabilities, gay men and lesbians.

■ **THE UNIVERSITY OF WISCONSIN** — The Department of History invites applications for a tenure-track appointment at the rank of Assistant Professor in the history of Britain between the 17th and 19th centuries. The position is tenure-track, effective July 1, 2004. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **UNIVERSITY OF TORONTO** — The University of Toronto invites applications for a tenure-track position at the rank of Assistant Professor in the History of Latin America and one in the History of Colonial North America and one in the History of Latin America and the Hispanic World. Please see <http://www.utoronto.ca/academicpositions/positions.html> for details. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

■ **UNIVERSITY OF ALBERTA** — The University of Alberta invites applications for two tenure-track positions available, one in the History of Colonial North America and one in the History of Latin America and the Hispanic World. Please see <http://www.utoronto.ca/academicpositions/positions.html> for details. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. The University of Alberta is committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified women and men, including visible minorities, Aboriginal peoples, members of visible minorities, Aboriginal peoples, members of sexual minorities, and persons with disabilities.

■ **McMASTER UNIVERSITY** — The Department of History invites applications for a tenure-track appointment at the rank of Assistant Professor in the history of the Atlantic world. The department is particularly interested in candidates with research interests in the history of Europe or Africa with the Caribbean or South America prior to 1900. McMaster University is a research intensive university. The successful candidate will have a PhD, and a clear record of research and teaching. Ability to teach undergraduate and graduate courses is required. A letter of application, curriculum vitae, one-page statement of teaching philosophy, and three confidential letters of reference must be sent to Professor Brian Lewis, Chair, Department of History, McMaster University, 853 Sherbrooke Street West, Montreal, Quebec, Canada H3A 2T7. The application deadline is October 1, 2003. We encourage all qualified persons to apply; however, Canadian citizens and permanent residents will be given priority. McMaster University is committed to equity in employment, English is the language of instruction at the University.

■ **McGILL UNIVERSITY** — The Department of History invites applications for a possible position in South Asian History and/or the History of Modern Germany, effective July 1, 2004. Applications should be addressed to nominators in the Queen's National Scholars programme. Applicants must have completed a PhD and show evidence of outstanding achievement in research and teaching, and a commitment to high quality in teaching. Given that the pre-existing qualifications are met, priority will be given to the objective of increasing the representation of women and designated members of visible minorities on faculty. Applications should be submitted to Professor Brian Lewis, Chair, Department of History, McGill University, 853 Sherbrooke Street West, Montreal, Quebec, Canada H3A 2T7. The application deadline is October 1, 2003. We encourage all qualified persons to apply; however, Canadian citizens and permanent residents will be given priority. McGill University is committed to equity in employment, English is the language of instruction at the University.

■ **WILFRID LAURIER UNIVERSITY** — The Department of History invites applications for a tenure-track position at the rank of Assistant Professor in the history of the United States. Candidates with a research specialization in political movements are preferred. The position will commence July 1, 2004, subject to budgetary approval. The successful candidate will teach Undergraduate and Graduate courses, the Department is especially interested in applicants with innovative ideas about teaching a first-year introductory course, *Problems in U.S. History*. Applications should be submitted to the Chair, Department of History, Wilfrid Laurier University, Waterloo, Ontario, N2L 3G1 by Friday, October 31, 2003. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Wilfrid Laurier University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified women and men, including persons with disabilities, Aboriginal peoples, members of visible minorities, Aboriginal peoples, members of sexual minorities, and persons with disabilities.

■ **McMASTER UNIVERSITY** — The Department of History invites applications for a tenure-track appointment at the rank of Assistant Professor in the history of Continental Europe (including Russia). The department is particularly interested in candidates with research interests in European history since 1945. McMaster University is a research intensive university. The successful candidate will have a PhD, and a clear record of research and teaching. Ability to teach undergraduate and graduate courses is required. A letter of application, curriculum vitae, one-page statement of teaching philosophy, and three confidential letters of reference must be sent to Professor Virginia A. Aksan, Chair, Department of History, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada L8S 4E8. Applications received before November 1, 2003 will be assured of consideration. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified women and men, including persons with disabilities.

■ **YORK UNIVERSITY** — The Department of History at York University, Toronto, Ontario, seeks tenure-track Assistant Professors in three fields: Canadian History: Pre-1900; United States History: United States in the World; and Canadian Studies. Details in full page ad in this issue are at <http://www.yorku.ca/acadjobs>. York University is an Affirmative Action Employer. The Affirmative Action Program is located on York's website at <http://www.yorku.ca/aa/>. A copy can be obtained by calling the affirmative action office at (416) 736-5733. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. York University is committed to employment equity and welcomes applications from all qualified women and men, including persons with disabilities, Aboriginal peoples, members of visible minorities, Aboriginal peoples, members of sexual minorities, and persons with disabilities.

■ **THE UNIVERSITY OF WINNIPEG** — The Department of History invites applications for a tenure-track position at the rank of Assistant Professor in Canadian History. The rank of Lecturer in Canadian History, or the rank of Instructor in Canadian History, will commence on July 1, 2004, subject to budgetary approval. Research expertise in twentieth century Canadian history, such as will complement and diversify the Department's existing strengths in the field, particularly as it relates to social and cultural history, is preferred. Competence to teach undergraduate classes in both pre and post Confederation Canadian history is required. The successful candidate will undertake supervision at the MA and doctoral levels. Applicants must have a PhD or PhD in hand and preferably will have both teaching experience and publications. Please send a letter of interest, curriculum vitae, university transcripts, sample publications, documentation of teaching performance, and three confidential letters of reference to: The Chair, Canadian Search Committee, Department of History, The University of Winnipeg, 515 Portage Avenue, Winnipeg, MB, R3B 2E9. The deadline for receipt of applications is 15 October 2003. All qualified persons are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. The University is an Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racial minorities, and women.

■ **McMASTER UNIVERSITY** — The School of the Arts and the Department of History invite applications for a tenure-track position at the rank of Assistant Professor in either seventh- or eighteenth-century European cultural history. The university is particularly interested in candidates who specialize in seventeenth- and eighteenth-century art and/or architecture. McMaster University is an Affirmative Action employer. The successful candidate will have a PhD, demonstrated strengths in teaching and research, with a clearly defined programme of research which will reflect the candidate's interests. Applications for the two different positions will include teaching a full range of undergraduate courses, including general introductory surveys in Art History and History, and specialized courses in 17th and 18th century European cultural history of interest to students in Art History and History. The successful candidate would have the opportunity to participate in graduate teaching and supervision. The School of the Arts and the Department of History supervises PhD students working on the history of gender, war and society, Brian (1845-1936), Canada, and 20th century Europe. The starting date for the appointment is 1 July 2004, when the minimum salary floor for an Assistant Professor will be \$49,861. Applications, including curriculum vitae, sample of published work, letter of interest, and academic references should be addressed to Professor Virginia H. Aksan, Chair, Department of History, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada L8S 4E8. Applications received before October 1, 2003 will be assured of consideration. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified women and men, including visible minorities, Aboriginal peoples, members of visible minorities, Aboriginal peoples, members of sexual minorities, and persons with disabilities.

■ **THE UNIVERSITY OF WINNIPEG** — The Department of History invites applications for a tenure-track position at the rank of Assistant Professor in the History of Aboriginal Peoples of the Americas. Applicants may specialize in regional research, specifically on topics such as the history of the First Nations, Métis, and Inuit peoples. The successful candidate will be expected to teach courses in such areas as the comparative history of Aboriginal peoples, and to engage with Indigenous scholars in the field of research, historical epidemiology, environmental history, and specific group histories. Salary and rank commensurate with qualifications and experience. Send resume and three confidential letters from three referees. Deadlines for applications are October 15, 2003. Address all communications to: Professor David G. Burt, Chair, Department of History, The University of Winnipeg, 515 Portage Avenue, Winnipeg, MB, R3B 2E9, Phone: 204-786-9012, Fax: 204-774-4134, E-mail: d.burt@uwinnipeg.ca.



www.careers.ualberta.ca

Community Liaison Coordinator

The School of Native Studies is seeking an individual to serve in the capacity of Community Liaison Coordinator. This is a full-time two-year term position with the possibility of extension.

This position reflects the School's long-standing orientation to Aboriginal communities and University of Alberta's objective to "connect to the community".

A primary task will be to develop and conduct a new three credit course (NS 450: Practicum in Native Studies) that will provide Native Studies students with a practical experience through placements in Aboriginal organizations and agencies. The community liaison coordinator will be responsible for establishing a network of cooperating organizations.

Another duty will be to develop and offer a second course, Contemporary Community Forum (three credit units), in which Aboriginal community leaders will be invited to the University to speak on current issues facing Aboriginal communities.

Along with instruction, the Community

Liaison Coordinator will encourage the development of mutually beneficial research partnerships with Aboriginal communities and agencies. The coordinator will also contribute to the achievement of the School's fund development objectives.

Qualifications: The candidate must have a graduate degree in the social sciences, (equivalent experience will be considered), and preferably an undergraduate degree in Native Studies. Strong interpersonal, communication, organizational and computing skills are necessary. Experience with Aboriginal communities or agencies is required. University teaching experience and Aboriginal language fluency are assets. Knowledge of University of Alberta procedures is an advantage.

Interested applicants should apply to:

Director, School of Native Studies
5-182 Education Centre North
Edmonton, Alberta T6G 2G5

Deadline: September 30, 2003

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Dean, Faculty of Science

UNIVERSITY OF MANITOBA

One of Canada's outstanding universities, The University of Manitoba, is seeking applications and nominations for the position of Dean, Faculty of Science.

The Faculty of Science has an operating budget of \$20.5M and a total of 178 academic and 82 support staff. The faculty offers four undergraduate degrees with a wide variety of cooperative options and has eight departments, all of which also have M.Sc. and Ph.D. programs. The annual research grants exceed \$6M, and there are about 280 graduate students. Because of the current phase of staff renewal, as retiring staff are replaced, the new Dean will have the rare opportunity to influence the academic direction of the Faculty.

The Dean is responsible for the planning, development, administration and integrity of the academic affairs of the Faculty. The successful candidate for this key leadership role will be a respected scholar and administrator, with the dynamism and decisiveness to spearhead the Faculty's obligation to meet the institutional priorities set out in the University strategic plan. Candidates should possess a strong record of scholarly and administrative leadership, the ability to communicate effectively, the commitment to consult widely - both internally and externally - and a comprehensive understanding of contemporary university issues.

The appointment at the rank of Professor with tenure will commence on July 1, 2004. Nominations or applications for this position, accompanied in the latter case by a curriculum vitae, covering letter, and the names of three referees, should be sent in confidence to the address shown below. The Search Committee will begin consideration of expressions of interest in early October 2003.

The University of Manitoba is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, Aboriginal peoples, and persons with disabilities.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. More information about the University and the position can be obtained on the website at www.umanitoba.ca/admin/vp_academic.

Applications and nominations should be sent to the Landmark Consulting Group, 25 Main Street West, Suite 2225, Hamilton, Ontario, L8P 1H1 or to resumes@landmarkconsulting.org.

Application materials, including letters of reference, will be handled in accordance with the *Freedom of Information and Protection of Privacy Act* (Manitoba).



LANDMARK CONSULTING GROUP INC.

CAREERS CARRIÈRES

THE UNIVERSITY OF WINNIPEG — The Department of History invites applications for a tenure-track position in World History at the rank of Assistant Professor. Applicants should possess a research specialisation in Asian History, Salary and tenure commensurate with qualifications and experience. Applicants must have a PhD by the time of the appointment. The successful candidate must have a strong commitment to undergraduate teaching and to research. The University is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, persons with disabilities, and persons of diverse sexual orientation. In accordance with Canadian Immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents of Canada. Due to budgetary constraints, Applications will be accepted until July 1, 2004. Applicants should submit a covering letter, curriculum vitae, one sample of research, and teaching evaluations (including course outlines and course evaluations) in electronic form and should arrange for letters from three referees. Deadline for the receipt of applications and references is October 15, 2003. For further information contact Dr. Michael G. Barley, Chair, Department of History, The University of Winnipeg, 555 Portage Avenue, Winnipeg, MB, R3B 2E9, Phone: 204/785-9102, Fax: 204/774-4134. Email: dbarley@umanitoba.ca

THE UNIVERSITY OF ONTARIO — The Department of History invites applications for a tenure track position in the history of the Middle East and North Africa. Starting date: July 1, 2004. Research interests: Middle Eastern politics and foreign policy, preferred. The candidate will be required immediately to teach in English. Ability to teach in French in the near future is an asset. Ability to teach in English is an asset. Preference is given to candidates with a Ph.D. in History. Applications should include a curriculum vitae and three letters of reference to the Secretary, Selection Committee, Prof. Michael S. Roth, Department of History, 100 College Street, K1N 6NS. Deadline for applications: December 1, 2003. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given preference. Unsolicited applications will not be returned. To an employment equity policy.

THE UNIVERSITY OF WINDSOR invites applications for a tenure-track faculty position in the Department of History. The area of research interest is at the rank of Assistant Professor commanding July 1, 2004. For a detailed position description visit our website: www.windsor.edu/facultypositions. Contact Dr. Bruce Tucker, Department of History, The University of Windsor, 200 University Avenue, Windsor, Ontario N9B 3P4, Phone: 519.253.3000, Ext. 2323; Fax: 519.971.3610, Email: tucker@uwindsor.ca. For information on teaching and tenure experience preferred, the candidate will be required immediately to teach in English. All qualified candidates will be given priority. Canadian citizens and permanent residents will be given preference. Unsolicited applications will be returned. To an employment equity policy.

CAREERS CARRIÈRES

ular-based methods for the detection and quantification of aquatic bacteria, viruses, fungi and microorganisms, and the reduction, fate and effects of microorganisms on microbial metabolism and transformation of chemical pollutants in aquatic systems; aquatic microbial interactions with other organisms; growth, physiology and metabolism of aquatic microorganisms; and other relevant aspects of aquatic microbiology. The successful applicant may participate in the Canadian Water Network with other researchers and may also collaborate with scientists in the federal and provincial government. The position requires a PhD in aquatic bacteriology, physiology, microbiology or parasitology of water, or a related field. Evidence of obtaining competitive funding from government and private sources is desirable. Salary will be commensurate with the qualifications and experience. Applications, including a curriculum vitae, three transcripts, a statement of philosophy and interest in a career of teaching and research, a list of publications and research grants or contracts, a teaching statement, a list of activities and the names of three referees should be sent by October 15, 2003 to: Dr. Michael A. Dixon, Chair, Department of Environmental Biology, University of Guelph, Guelph, Ontario N1G 2W1, Tel: 519-827-0756; Email: madixon@uoguelph.ca. The position is expected to start on or prior to January 1, 2004. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

MICROBIOLOGY & IMMUNOLOGY

■ QUEEN'S UNIVERSITY — The Department of Microbiology and Immunology at Queen's University, Kingston, Ontario, invites applications for a tenure-track position at the Assistant/Associate Professor level. The first is a tenure-track position in the field of host response to infectious agents. Candidates for this position must have ability to teach introductory and clinical students. The second is a 2-year term position in the area of molecular pathogenesis. The successful candidate for this position will seek external funding for research and salary support. Candidates for both positions will be expected to establish an independent research program. The Department has a broad range of interests in bacteriology, virology, immunology, and molecular pathology. Please refer to Q & D names of 3 references to Dr. Lewis Tonality, Head, Department of Microbiology and Immunology, Queen's University, Kingston, Ontario, Canada K7L 3N6. Review of applications will commence on October 15, 2003. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men, and lesbians. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Academic Staff at Queen's are governed by a collective agreement between QUFA and the University that is posted at www.queensu.ca/qufa.

MUSIC

■ BRANDON UNIVERSITY is a leader in providing high quality education to some 3,000 full and part-time students in arts, sciences, education, music, music and health studies. Brandon University is a leader in Brandon University also offers pre-professional and Masters programs, as well as innovative and award-winning outreach programs, in a personalized learning environment. The School of Music offers a variety of music applications for a probationary term in music education. Some 1,000 students in school and/or university settings are required. A completed or nearly completed doctoral is preferred. Rank and salary: commensurate with qualifications and experience. Start Date: August 1, 2004. Deadline for Applications: November 14, 2003 or until the position is filled. Please send a letter of application, including a CV, conducting videotape, and a list of three referees to: Dr. Gino Cannitella, Dean, School of Music, Brandon University, 270-18 Street, Brandon, MB R7A 6A9. In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

NEUROSCIENCE

■ MCGILL UNIVERSITY — The Montréal Neurological Institute of McGill University invites applications from outstanding candidates for two Research Associate Professor (part-time) appointment. The successful candidates will hold an MD or PhD degree in a field related to the study of myelination and synapse formation in the vertebrate or invertebrate nervous system. The biology, including manipulation of large genomic DNA pieces), primary tissue culture of neural cells, immunocytochemistry, and laser scanning microscopy are essential for these positions. Salary will be commensurate with qualifications. Applicants should submit a letter of interest, curriculum vitae, and the names of three referees to: Ms. F. Lulin, Personnel Unit, Department of Neurology and Neurosurgery, Montréal Neurological Institute, 3650 University Street, Rm 636, Montréal, QC, Canada, H3A 2B4. In accordance with Canadian Immigration requirements, this position is open to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Applications should be received by October 15, 2003.

NUROSCIENCE

■ THE UNIVERSITY OF WINDSOR invites applications for a tenure-track position in the Faculty of Nursing at the rank of Assistant Professor commencing July 1, 2004. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Elmer Gutfy, Dean, Faculty of Nursing, University of Windsor, 2344 Lakeshore Road, Windsor, Ontario N9B 3P4, Phone: 519.253.3000, Ext. 2259, Fax: 519.973.7088; Email: eddy@uwindso.ca. For information on the University of Windsor, contact Dr. Janice Deneck, Director, Faculty Recruitment at 519.966.6608 (all free) or rdeneck@uwindso.ca.

OBSTETRICS & GYNAECOLOGY

■ MCGILL UNIVERSITY — ROY VICTORIA HOSPITAL: Embryologist. Applications are invited by the Royal Victoria Hospital for a full-time embryologist located in their unit at the Royal Victoria Hospital. The candidate must have a bachelors' degree in a biology-related field and at least (2) years experience in the area of laboratory procedures involved in human assisted reproduction, including (1) knowledge of in-vitro maturation of oocytes, PGO and/or

the ability to work independently in a solo, and (2) must be an embryo. Salary will be commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications are to be submitted on or before October 15, 2003. Please send a letter of application, including a CV, and names of three referees to: Dr. Sean Lin Tan, James Edmund Dodds Professor and Chairman, Department of Obstetrics and Gynaecology, McGill University, Royal Victoria Hospital, 687 Pine Avenue West, Montreal, Quebec, Canada H3A 1A1; Fax: (514) 843-1978; E-mail: seanglin.tan@mcgill.ca.

OCUPATIONAL THERAPY

■ THE UNIVERSITY OF BRITISH COLUMBIA — Head, Division of Occupational Therapy. An exceptional opportunity is available for an accomplished administrator, educator and clinician to lead the Division of Occupational Therapy through a period of renewal and growth. Reporting to the Director, School of Rehabilitation Sciences, the Head is responsible for the academic program relating to the Master of Occupational Therapy degree. The Head represents the professional program to the university and health care community, fostering affiliation agree-

ments with community health agencies and liaison with over 100 clinical faculty members. An innovative expansion initiative is under development, which requires an individual to participate in the design of new space and new models of delivering the educational and clinical faculty. The Head teaches in the professional and graduate programs, supervises graduate students, and conducts research in an area of choice in occupational therapy. The Head will be a key member of the academic and clinical faculty in the Division of Occupational Therapy. The Head is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal people, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

NEUROLOGY

■ THE UNIVERSITY OF CUEPH — The Department of Clinical Studies, Ontario Veterinary College, is seeking applications to fill a tenure track faculty position in Neurology at the rank of Assistant Professor. Applications are invited from a broad range of qualified candidates, most be licensed or eligible for licensure to practice in the Province of Ontario, and should be a diplomate of the American College of Veterinary Internal Medicine (Neurology) or eligible for certification in Neurology. Possession of an advanced degree is desirable. The ideal candidate should have a strong background in clinical Neurology with outstanding teaching and research potential. The successful candidate will work with two other neurologists to provide didactic and clinical instruction in Neurology and related disciplines to undergraduate interns, residents and graduate students. Duties include the clinical management of patients and consultation in the Veterinary Teaching Hospital and limited administrative activities. Candidates must have demonstrated research interests and a research search of a collaborative nature, consistent with the goals of the Department and College, is expected. Numerous research opportunities are supported by the Department and the Ontario Veterinary College, including opportunities for collaboration with three nearby medical schools. The deadline for applications will be October 15, 2003 or until a suitable candidate is identified. Contact: Dr. Christopher J. Chiodini, Chair, Department of Clinical Studies, Ontario Veterinary College, Guelph, Ontario, N1G 2W1, Tel: 519-823-8600, ext. 2781, Fax: (519) 667-0313; Email: cjchiodini@uoguelph.ca. The names of three referees are required. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Academic Staff at Queen's are governed by a collective agreement between QUFA and the University that is posted at www.queensu.ca/qufa.

OBSTETRICS & GYNAECOLOGY

■ QUEEN'S UNIVERSITY — The Department of Obstetrics and Gynaecology at Queen's University, Kingston, Ontario, invites applications for a tenure-track position at the rank of Assistant Professor. Applications are invited from a broad range of qualified candidates, most be licensed or eligible for licensure to practice in the Province of Ontario, and should be a diplomate of the American College of Obstetrics and Gynaecology (ACOG) or eligible for certification in Obstetrics and Gynaecology. Possession of an advanced degree is desirable. The ideal candidate should have a strong background in clinical Obstetrics and Gynaecology with outstanding teaching and research potential. The successful candidate will work with two other obstetricians and gynaecologists to provide didactic and clinical instruction in Obstetrics and Gynaecology and related disciplines to undergraduate interns, residents and graduate students. Duties include the clinical management of patients and consultation in the Veterinary Teaching Hospital and limited administrative activities. Candidates must have demonstrated research interests and a research search of a collaborative nature, consistent with the goals of the Department and College, is expected. Numerous research opportunities are supported by the Department and the Ontario Veterinary College, including opportunities for collaboration with three nearby medical schools. The deadline for applications will be October 15, 2003 or until a suitable candidate is identified. Contact: Dr. Christopher J. Chiodini, Chair, Department of Clinical Studies, Ontario Veterinary College, Guelph, Ontario, N1G 2W1, Tel: 519-823-8600, ext. 2781, Fax: (519) 667-0313; Email: cjchiodini@uoguelph.ca. The names of three referees are required. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Academic Staff at Queen's are governed by a collective agreement between QUFA and the University that is posted at www.queensu.ca/qufa.

OBSTETRICS & GYNAECOLOGY

■ THE UNIVERSITY OF WINDSOR invites applications for a tenure-track position in the Faculty of Nursing at the rank of Assistant Professor commencing July 1, 2004. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Elmer Gutfy, Dean, Faculty of Nursing, University of Windsor, 2344 Lakeshore Road, Windsor, Ontario N9B 3P4, Phone: 519.253.3000, Ext. 2259, Fax: 519.973.7088; Email: eddy@uwindso.ca. For information on the University of Windsor, contact Dr. Janice Deneck, Director, Faculty Recruitment at 519.966.6608 (all free) or rdeneck@uwindso.ca.

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OBSTETRICS & G

CAREERS CARRIÈRES

program in GCRS. The three appointments will be made at the assistant, associate level, or higher. Rank and salary will be commensurate with qualifications. Review of applications will continue until the three positions are filled. Interested applicants should send a curriculum vitae, a statement of teaching and research interests and the names of three referees to: Dr. Helene Polatajko, Professor and Chair, Department of Occupational Therapy, Faculty of Medicine, University of Toronto, Rehabilitation Sciences Building, 500 University Avenue, 9th Floor, Toronto, Ontario M5G 1V7; Email: h.polatajko@utoronto.ca. Deadline: May 1, 2004. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

PAEDIATRICS

THE UNIVERSITY OF WESTERN ONTARIO

Applications are invited for full-time positions as Assistant Professors in the Department of Paediatrics, Section of Cardiology. Candidates must hold a Fellowship in Paediatrics from the Royal College of Physicians and Surgeons of Canada, be board certified and have completed further accredited training in Pediatric Cardiac Medicine. Clinical duties will be shared with 2 other specialists in Cardiac Medicine. Successful applicants are expected to develop a strong program in clinical or basic

research and to participate in the medical educational programs of the University of Western Ontario. Salary is commensurate with experience and training. Positions are subject to budgetary approval. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to equity and diversity in its faculty and academic community. Applications from women and men, including visible minorities, aboriginal people and persons with disabilities, are welcome. Applications will be accepted until the positions are filled. Interested individuals may apply online at www.uwo.ca/jobs/ or by mail to: T.C. Frewen, MD, FRCPC, FAAP, Professor and Chair, Department of Paediatrics, University of Western Ontario, 800 Commissioners Road E, London, Ontario N6G 2V6.

PHARMACY & PHARMACEUTICAL SCIENCES

THE UNIVERSITY OF ALBERTA — The Faculty of Pharmacy and Pharmaceutical Sciences

Invites applications for a full-time tenure-track position at the level of Assistant Professor in Medicinal Chemistry. Applications are invited from individuals who have their research emphasis in the area of medicinal chemistry or biorganic medicinal chemistry, Postdoctoral research, industrial and/or teaching experience would be desirable. The successful candidate will be expected to teach undergraduate courses in the pharmaceutical sciences program through extramural funding to complement an established research faculty. Applications for research positions include part-time, term, or research grants and graduate level courses. The Faculty of Pharmacy and Pharmaceutical Sciences offers one of the strongest Pharmacy degree programs in Canada. The Faculty has 42 undergraduate and 50 graduate students and the University of Alberta has approximately 30,000 students. Excellent opportunities exist for collaborative research with other disciplines within the Faculty and University as well as with other universities. The University of Alberta is located in Edmonton, a vibrant, cosmopolitan city of 875,000 and the provincial capital. This friendly, affordable city offers a unique blend of diverse and international opportunities. The University is located adjacent to one of the largest municipal park systems in North America and is approximately 3.5 hours by car from both the Rocky Mountains and the University of Alberta is in addition to having one of the most generous relocation expense policies of any university in Western Canada, also has the most competitive tuition rates in the province. Partner funding is emerging from an increasing number of Canadian foundations and government agencies. Applications will be considered until the position is filled. Interested individuals should submit a letter of interest, curriculum vitae, a description of research and teaching interests, and the names and addresses of three referees to: Dr. Dean Franco M. Pasutti, University of Alberta, Faculty of Pharmacy and Pharmaceutical Sciences, 3118 University Plaza, MacEwan Hall, Edmonton, Alberta, Canada T6G 2N8. Telephone: (780) 492-0399; Fax: (780) 492-1843. E-mail: pasutti@pharmacy.ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We encourage diversity and encourage applications from all qualified individuals, including women, members of visible minorities, and Aboriginal persons.

PHILOSOPHY

ST. THOMAS MORE COLLEGE — The Department of Philosophy at St. Thomas More College, a Catholic College affiliated with the University of Guelph, is seeking

an (I) Assistant Professor in ancient Greek philosophy at the level of Assistant Professor, commencing July 1, 2004. The Department of Philosophy offers an undergraduate program and collaborates with the U of S Department of Philosophy. The successful candidate will have a PhD completed, or in progress, in ancient Greek philosophy, with an established research profile in ancient Greek philosophy. S/he will be expected to develop and maintain an active program of research and will contribute to the education and training of undergraduate and graduate students. Candidates in all areas of ancient Greek philosophy are

encouraged to apply. Knowledge of the relevant languages is expected. The successful candidate will be expected to teach core courses in the department, including ethics and logic, and will have the opportunity to teach courses in the History of Western Philosophy, Medieval, and Renaissance Studies Program at the U of S. Applicants must send a letter describing teaching, research interests, a copy of their curriculum vitae, teaching biography, experience and publications (attach sample publications), and documenting teaching ability (include teaching evaluations) as well as arrange for three confidential letters of reference. On October 1, 2003, we will begin to review completed files and to invite interviews. The search will continue until a successful candidate is found with publication materials up to Dr. C. S. Gill, Department Head, Department of Philosophy, St. Thomas More College, 1437 College Drive, Saskatoon, Saskatchewan, S7N 3H5, or by email to csgill@stthomasmore.ca. Salary will be commensurate with qualifications and experience. In compliance with Canadian Immigration requirements, this advertisement is directed to the first-time to Canada permanent resident and permanent resident of St. Thomas More College is committed to diversity within its faculty. Women, Aboriginal people, people with disabilities, visible minorities and members of underrepresented groups are encouraged to self-identify in their application. For more information on the Philosophy Department and St. Thomas More College visit <http://stthomasmore.ca/>, or contact Dr. S. Gill at 306-656-6324 (voice mail), 306-653-2200 (fax), or 306-656-6324 (e-mail). stthomasmore.ca/

CONCORDIA UNIVERSITY — The Faculty of Arts & Sciences has one tenure-track position available in Analytic Philosophy. Please see the following for further details or visit our website at <http://artsandscience.concordia.ca/internal/jobs.html>

<http://artsandscience.concordia.ca/internal/jobs.html> **DALHOUSIE UNIVERSITY — The Department of Philosophy at Dalhousie University invites applications for a tenure-track position at the level of Assistant Professor, tenure level, effective July 1, 2004. This position is subject to budgetary approval. Areas of specialization: Cognitive Science and Applied Ethics; Computing Areas of specialization: Philosophy of Mind, Logic, and Philosophy of Science. The successful applicant will be teaching an interdisciplinary course in computing ethics at the introductory level and the graduate course in Philosophy of Mind for the second year and beyond. Details: Applicants should hold for about 4 years to receive a PhD in Philosophy. Salary will depend upon qualifications and experience. A complete curriculum vitae, transcripts, a writing sample, evidence of teaching effectiveness, and three letters of reference are required for application. A strong record of publication will be an asset. Applications will be accepted until November 15, 2003. All qualified candidates are encouraged to apply. Salary will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, visible minorities, women and men.**

McGILL UNIVERSITY — Assistant Professor, tenure track, beginning August 2004. Applications for tenure-track positions in the Department of Philosophy are excellent in research and teaching, with broad philosophical interests, who are able to interact with colleagues in a variety of areas in philosophy. Teaching load: four (undergraduate and graduate) courses per year

Instructions to applicants: McGill University is committed to equity in employment. All qualified candidates are encouraged to apply; however, Canadian and permanent residents of Canada will be given priority. The language of instruction at McGill is English, but a working knowledge of French is an asset.

SIMON FRASER UNIVERSITY — The Department of Philosophy invites applications for an tenure-track position starting September 1, 2004. Candidates must hold a PhD or be near completion. Currency in the discipline is essential, but there is no requirement of research activity. Preference will be given to candidates with demonstrated strength in lower division teaching. Supervision of TAs is a regular feature of lower division instruction at SFU. Desirable areas of teaching competence at the introductory level include logic, philosophy of mind, logic, ethics, epistemology and metaphysics. Ability to teach introductory history of philosophy and philosophy of science would also be an asset. Normal teaching load is 6 courses per year, with 4 weeks of marking (SFU has a termless system), with provision for non-teaching terms and study leaves. The appointment will be probationary for one year, after which it becomes an open position. Applications will be accepted until November 1, 2003. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Position subject to budgetary approval.

PHYSICAL & HEALTH EDUCATION

QUEEN'S UNIVERSITY — The School of Physical and Health Education at Queen's University, Kingston invites applications for a possible tenure-track position in the broadly defined areas of health promotion and physical activity. Applications will be considered for nomination in the Queen's National Scholars programme. Applicants must have completed a PhD and show evidence of outstanding achievement in research and scholarship and of achievement in teaching. Applications will be accepted until November 1, 2003. The aim of the QNS appointments is to enhance teaching and research in newly developing fields of knowledge as well as traditional disciplines. Applications for 2003-2004 are available at www.queensu.ca/academics/physical-education/tenure-track.html

Tenure-Stream Position Marketing Area

The Schulich School of Business at York University in Toronto, Canada, invites applications for an assistant professor level, tenure-stream opening commencing July 1, 2004.

Preferred candidates will:

- have a strong record of scholarly achievement appropriate to their level, or have evidence of significant research potential
- have evidence of potential for teaching effectiveness
- have completed or be nearing completion of their PhD.

The deadline for receiving applications is October 15, 2003.

Please send curriculum vitae to:

Dr. Eileen M. Fischer
Area Coordinator, Marketing
Schulich School of Business
York University
4700 Keele Street
Toronto, Ontario M3J 1P3
Tel: 416-736-2100, Ext. 77957
Email: efischer@schulich.yorku.ca

Salary and benefits are competitive. This position is subject to budgetary approval.

York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are women, racial/visible minorities, persons with disabilities and Aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Schulich School of Business welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at <http://www.yorku.ca/academics/index.htm> or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

School of Kinesiology and Health Science TENURE-TRACK POSITIONS

York University is situated within a culturally diverse urban setting in northern Toronto, at the center of the Greater Toronto Area. The School of Kinesiology and Health Science, Faculty of Pure and Applied Science, Faculty of Arts, at York University, invites applications for seven tenure-track appointments at the

Epidemiology of Physical Activity, Fitness and Health

Expertise in physical activity, fitness and health in areas such as, but not limited to, pediatric, geriatric, chronic disease, obesity, public health or physical activity behaviour assessment

Muscle Exercise Physiology

Specifically in the area of molecular muscle physiology and gene expression

Cardiovascular Physiology

Specifically in relation to human health, physical activity and athletic performance

Motor Control/Neuroscience

Specifically in relation to various aspects of the central control of movement, possibly with clinical/heath-related applications

Human Nutrition/Metabolism

Specifically in relation to health, physical activity and athletic performance

Duties will include undergraduate and graduate teaching and supervision in the Graduate Program in Kinesiology and Health Science (MA, M.Sc. and PhD). Candidates must have a PhD and demonstrate competency in undergraduate teaching. The present Masters and Doctoral programs cover health-related aspects of exercise physiology, motor control, biomechanics, psychology and fitness. Applications from individuals with an interest in health and knowledge of the effects of physical activity are particularly welcome. A previous and promising publication record in refereed journals is essential. High priority will be given to candidates with the ability to develop a productive research program supported by external funding.

Applicants should send a curriculum vitae, a covering letter stating future research goals, as well as three relevant reprints, and have three letters of reference sent directly by November 14, 2003, to: Dr. Roger Kelton, Chair, School of Kinesiology and Health Science, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. E-mail: kelton@yorku.ca

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's Web site at www.yorku.ca/acadjobs/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

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are referred to the general advertisements for the Queen's National Scholars programme or to the Queen's National Scholars programme at <http://www.queensu.ca/principal/special/p.html>. The School of Physical and Health Education is a dynamic interdisciplinary unit offering undergraduate courses in the physical, behavioural and social sciences, as well as M.A., M.Sc., and PhD programs in the social, behavioural and health sciences. For more details on the School of PHEE see <http://www.phe.queensu.ca>. The School is seeking an innovative researcher and teacher who will contribute to the mission of examining the role of physical activity as a mediator in the determination of health and productivity individually or in society. The successful candidate will be an individual with an undergraduate program and the graduate training and experience offered by the School. Applications will be accepted until October 10, 2003 for decisions on the appointment to be made in January 2004. Applications should submit a letter of application that includes a description of their research direction and teaching philosophy; a curriculum vitae including scholarly publications, teaching evaluations, as well as evidence of undergraduate teaching experience. Applicants should also arrange to have letters of reference from three reviewers supported by teaching and research experience submitted to the Director, Department of School of Physical and Health Education, Queen's University, Kingston Ontario Canada K7L 3N6, Tel (613) 533-6601, Fax (613) 533-6602, e-mail: sp@queensu.ca. All applications will be considered. Canadian citizens or permanent residents will be considered first for this appointment. All qualified candidates are encouraged to apply. Queen's University, Canada's oldest and most comprehensive research university, is committed to employment equity and welcomes applications from all qualified men and women, including visible minorities, Aboriginal peoples, persons with disabilities, and recent and first-generation immigrants. All staff members and their families are covered by a collective agreement between the Queen's University Faculty Association and the University which is posted at <http://www.queensu.ca/qua>.

PHYSICS

■ **THE UNIVERSITY OF TORONTO** — Post-doctoral research fellowships beginning September 1, 2004 are being offered at the Canadian Institute for Theoretical Astrophysics. Applications for postdoctoral appointments are invited. Fellows are expected to carry out original research in the field of astrophysics under the general supervision of the permanent faculty whose research interests include: gravitational wave astrophysics, nuclear and relativistic astrophysics, solar physics, star and planet formation, high energy astrophysics. We would prefer electronic submissions. See the CITA web page at <http://www.cita.utoronto.ca> for details of application and for instructions. Applicants unable to do this, should send a curriculum vitae, statement of research interests and arrange to have 3 letters of recommendation sent to: Dr. David B.行
CITA, McLennan Hall, 60 St. George Street, Toronto, Ontario, Canada, M5S 3H8. The deadline for applications and letters of recommendation is 1 December 2003. In accordance with its employment equity policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities.

■ **THE CANADIAN INSTITUTE FOR THEORETICAL ASTROPHYSICS** — The Canadian Institute for Theoretical Astrophysics expects to offer one or more Senior Research Associate positions of three to five years duration. The start date will be September 1, 2004. Applications from individuals with an excellent research record in astrophysics. To be considered for a live-in year appointment, applicants should have some post-doctoral experience. The primary duty is to conduct research in the field of astrophysics, but senior research associates are also expected to work with postdoctoral fellows and to assist with administration of the Institute. Applicants for senior research associate positions are particularly encouraged for postdoctoral positions. We would prefer electronic submissions. See the CITA web page at <http://www.cita.utoronto.ca/webpages/idx.html>

2004. We are a research-intensive department strong in materials science, liquid physics, condensed matter physics, and atmospheric science. We have hired eight new faculty members in the last year that all have a Ph.D. in Physics, although with potentially different backgrounds. The appointed will value good teaching, will have demonstrated excellence in research, and will vigorously pursue research and teaching opportunities. The position is targeted to the most outstanding investigator investigating the most interesting properties of heterogeneous systems (e.g., interfaces, droplets, macromolecules, and nanomaterials). We seek an exceptional experimental or theoretical candidate who complements or extends our existing strengths. It is encouraged to apply even with incomplete applications. The University of Alberta has approximately 13,700 students (3500 graduate), is one of Canada's leading research and teaching universities. The University is also the established Institute for Research in Materials (www.mrl.ca), containing over 50 faculty members. Their extensive research infrastructure offers exceptional opportunities for collaborative research. Halifax is located in Halifax, Nova Scotia, which is the largest city in Atlantic Canada and is situated on the coast of the Atlantic Ocean. The university's new strategic hiring policy provides excellent opportunities for two-career couples. Applicants should submit by regular mail or e-mail to: Dr. 902-494-5151, a resume, vita, list of publications, a research statement, a plan of teaching interests, and, arrange for at least three letters of reference to be sent to: Gerhard Stronk, Chair, Dept. of Physics and Atmospheric Science, University of Alberta, 3-834 83rd Street, Edmonton, Alberta, T6G 2E9, Canada. For specific inquiries phone 902-494-2337 or e-mail: physics@ualberta.ca for general inquiries. Applications for tenure and promotion are invited. Applications received prior to 15 January 2003 will receive full consideration. All qualified candidates are encouraged to apply; however, Canadians and permanent residents are given priority. The University is an Equal Opportunity/Affirmative Action employer. The University encourages qualified Aboriginal candidates to apply.

ing students for careers in high technology and research. The Department is involved in our research at the interface between basic science and its application to emerging technology. Currently the Department has major applied physics research groups in: the development of non-destructive testing, inspection techniques, and applications in magnetic, in medical ultrasonics, in optical electronics, and in materials research such as piezoelectric and electroacoustic devices. Other research in the Department includes studies of polycrystalline nanophysics, neutron scattering, electron structure of materials, astronomy and astrophysics, and quantum physics. Dr. Sudhir Narayan Oberije is the Director of the Schulich School of Business. Further information about the Department and University is available at <http://www.physics.yorku.ca>

■ **THE UNIVERSITY OF ALBERTA** — The Department of Physics (www.phys.ualberta.ca) invites applications from outstanding candidates for a senior position (see *Postdoctoral Researcher* in *Subject Pages*, *Physics*). One successful candidate will be nominated for a senior (Tier 1) Canadian Research Chair (www.chairs.gc.ca). We are especially interested in candidates with research interests in particle physics, but we encourage applications from outstanding candidates in a wide variety of subfields of physics. Applications must have been established or are currently in an undergraduate and graduate teaching. The Department has 36 faculty with research interests in astrophysics, plasma physics, astrophysics and cosmology, condensed matter physics, and geophysical sciences. Our subatomic

Tenure-Stream Position Finance

The Schulich School of Business at York University in Toronto, Canada is seeking two tenure-stream faculty appointments in Finance at the assistant level effective July 1, 2004. Desired Finance specialties are international corporate finance, corporate finance or financial econometrics.

Preferred candidates will

- possess a completed PhD
 - have demonstrated excellence in research and teaching commensurate with rank
 - have demonstrated ability to teach in PhD, MBA and BBA programs.

Applications will be accepted until the positions are filled. To apply, please submit curriculum vitae, three letters of reference, examples of research and information on teaching performance to:

Professor Gordon S. Roberts,
Chair, Finance Area Recruiting Committee
Schulich School of Business
York University
4700 Keele St.
Toronto, Ontario
Canada M3J 1P3
Email: groberts@schulich.yorku.ca

Salary and benefits are competitive. This position is subject to budgetary approval. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

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McMaster University, one of the most innovative research-intensive universities in Canada, is the preferred place for study and work by 17,500 full and part-time students and more than 5,500 employees. The University is dedicated to creative learning and groundbreaking research, and the combination of those two elements into the best programs for students. We are looking for professionals who will rise to challenging and rewarding work while enjoying above-average compensation.

University Registrar

YOU WILL... be accountable for the strategic and dynamic leadership of the Office of the Registrar's undergraduate recruitment, admission, registration, scheduling, examination, and convocation processes. As a member of our senior management team, reporting to the Provost, you will lead the Office of the Registrar in establishing the strategic direction, objectives, and departmental goals overseeing the development and implementation of systems, services, and programs that support and enhance the operation, ensuring consistent application of all internal and academic policies that affect registration; and developing and maintaining positive relationships with University administration; and developing and maintaining external relationships with other universities, provincial and territorial governments, and registration and accreditation agencies.

YOU ARE ... a senior manager with significant expertise in Canadian educational systems, strategic planning, student information systems, and proven leadership skills. You hold a university degree or relevant experience that is complemented by an expert knowledge of curriculum and educational policies. You have the ability to effectively evaluate trends or changes, excellent interpersonal and communication skills, and a strong commitment to service student academic and non-academic

For those who wish the opportunity for professional challenge and growth, please apply in writing, quoting Reference #2003/1215, by October 15, 2003, to: Office of the Provost, University Hall, Room 201, McMaster University, 1280 Main St. West, Hamilton, Ontario L8S 4L8.

e-mail: employment@mcmaster.ca **website:** www.workingatmcmaster.ca
We thank all applicants in advance and advise that only those to be interviewed will be contacted by telephone.

persons with disabilities, members of visible minor

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CAREERS CARRIÈRES

physics group includes members with interests in collider physics, particle astrophysics, nuclear astrophysics, neutrino physics, and space science (radio, optical, and solar areas). We have excellent facilities, mechanical, and computational facilities. Recent initiatives by the Governments of Alberta and Canada provide exceptional opportunities for additional funding to establish new research programs at the University of Alberta. See, for example, www.gov.ab.ca/sra, www.loore.ca, www.gov.ab.ca/innovateca, and www.ubc.ca. The opportunity should include a curriculum vitae, a research plan, and a description of teaching experience and interests. The applicant must also arrange to have at least three confidential letters of reference sent to the address below, on or before October 15, 2003. Consideration of applications will begin on October 1, 2003; however, applications will be considered as long as the position remains unfilled. The suggested starting date is July 1, 2004. Subatomic Physics Search and Selection Committee, Dr. John Samson, Chair, Department of Physics, University of Alberta, 412 Avadh Bhata Physics Lab, Edmonton, Alberta, Canada T6G 2Z1. Fax: (780) 492-2214.

0714: Email: dept@phys.ualberta.ca. **Canada Research Chairs** are open to individuals who have demonstrated the potential to be recognized as leading researchers in their field. The application should include a curriculum vitae, a research plan, and a description of teaching experience and interests. The applicant must also arrange to have at least three confidential letters of reference sent to the address below, on or before October 15, 2003. Consideration of applications will begin on October 1, 2003; however, applications will be considered as long as the position remains unfilled. The suggested starting date is July 1, 2004. Subatomic Physics Search and Selection Committee, Dr. John Samson, Chair, Department of Physics, University of Alberta, 412 Avadh Bhata Physics Lab, Edmonton, Alberta, Canada T6G 2Z1. Fax: (780) 492-2214.

The fundamental vision underlying this expansion is the expectation that Nanoscience and Nanotechnology will revolutionize materials, and new technologies, due to the unique properties of materials on the scale of nanometers. Many of these new materials are expected to have applications in Engineering, Biology, and the Medical Sciences. At the nanoscale, every solid and liquids change their properties dramatically, as the effects of quantum mechanics, atomic and molecular forces, and thermal energy increase. This initiative will further strengthen the existing high-quality research being done on Nanoscience at McGill. A major infrastructure facility for Nanoscience and Nanotechnology has been constructed in the Rutherford Physics Building. This multimillion-dollar facility was funded in part by the Canadian Foundation for Innovation and the Ministry of Education of the Province of Quebec. The Canadian Nanoscience Facility for the design, realization, and study of nanomaterials, **includes** instruments for micromanipulation, low-temperature microscopy, and scanning probe manipulation, large-scale computing, as well as clean rooms, spread over approximately 350 square meters. Researchers from all disciplines related to Nanoscience and Nanotechnology are invited to apply. Details will be strong teachers and outstanding researchers. Candidates should submit a CV, a statement of research goals and plans, a statement of teaching interests, and arrange for at least three letters of reference to be sent directly to Professor Martin Grant, Chair, Physics Department, Rutherford Physics Building, McGill University, Montreal QC H3A 2B8. Review of applications will begin 15 December 2003, and continue until the position is filled. Successful candidates will be invited to submit a research package and may be nominated for a Canada Research Chair. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. McGill University is an equal opportunity employer.

■ **THE UNIVERSITY OF WINNIPEG** — The School of Science invites applications for a tenure-track position in English Language Arts Education.

Applications are invited for a tenure-track position in English Language Arts Education. To commence as early as July 1, 2004, subject to budgetary approval. Applicants should have teaching and research qualifications in the area of English Language Arts Education. Preferred areas of expertise include one or more of the following: reading and writing practices in educational settings, language socialization, oracy and literacy as social practices, literary studies, classroom discourse; emergent literacy. Deadline to apply November 30, 2003.

Although preference for both positions will be given to an appointment at the Assistant Professor level, initial rank and salary will be commensurate with qualifications and experience. The successful candidate for the above positions will have completed a doctorate in a field of study comparable with the appropriate position. Candidates with unfinished doctorates will be considered only upon submission of evidence that degree requirements will be fulfilled prior to the date of appointment. All candidates must present evidence of their abilities to establish a strong program of scholarly research, provide excellence and leadership in undergraduate and graduate teaching and supervision of Masters and Doctoral theses, supervise undergraduate student teaching, collaborate with colleagues in the field and across the University, and be actively involved in the field of education.

Applications, including a curriculum vitae, one sample of scholarly writing, the contact details of three or more referees, and a letter of application providing an overview and discussion of qualifications and interests as they relate to the advertised position, should be sent to the deadline, to Dr. Paul Axelrod, Dean of Education, York University, 5853 Ross Building, 4700 Keele Street, Toronto, Ontario, Canada M3J 1P3. E-mail: bmen@edu.yorku.ca

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/atajobs or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority.

Faculty of Education TENURE-TRACK POSITIONS

York University is situated within a culturally diverse urban setting in northern Toronto, at the centre of the Greater Toronto Area.

The Faculty of Education at York offers pre-service, professional development, and graduate programs (M.Ed. and PhD). The Faculty, which values collaboration and interdisciplinary, is committed to issues of social justice.

Deaf and Hard-of-Hearing Education

Applications are invited for a tenure-track position in Deaf and Hard-of-Hearing Education, to start, preferably, on July 1, 2004, subject to budgetary approval. Applicants should have teaching and research qualifications in the area of Deaf and Hard-of-Hearing Education, native/native-like fluency in American Sign Language, and extensive knowledge of Deaf Culture. The Deaf community and the Deaf bilingual/bicultural experience. The successful candidate will be able to contribute to the Faculty's graduate program in Language, Culture and Teaching. Deadline to apply December 31, 2003.

Although preference for both positions will be given to an appointment at the Assistant Professor level, initial rank and salary will be commensurate with qualifications and experience. The successful candidate for the above positions will have completed a doctorate in a field of study comparable with the appropriate position. Candidates with unfinished doctorates will be considered only upon submission of evidence that degree requirements will be fulfilled prior to the date of appointment. All candidates must present evidence of their abilities to establish a strong program of scholarly research, provide excellence and leadership in undergraduate and graduate teaching and supervision of Masters and Doctoral theses, supervise undergraduate student teaching, collaborate with colleagues in the field and across the University, and be actively involved in the field of education.

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English Language Arts Education

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Although preference for both positions will be given to an appointment at the Assistant Professor level, initial rank and salary will be commensurate with qualifications and experience. The successful candidate for the above positions will have completed a doctorate in a field of study comparable with the appropriate position. Candidates with unfinished doctorates will be considered only upon submission of evidence that degree requirements will be fulfilled prior to the date of appointment. All candidates must present evidence of their abilities to establish a strong program of scholarly research, provide excellence and leadership in undergraduate and graduate teaching and supervision of Masters and Doctoral theses, supervise undergraduate student teaching, collaborate with colleagues in the field and across the University, and be actively involved in the field of education.

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McGill

Tenure-Track Positions Department of Political Science

Comparative Politics (Developing Areas)
The Department of Political Science invites applications for a tenure-track position in the field of Comparative Politics (Developing Areas), with a regional specialization in Africa.

Comparative Politics (Developing Areas)
The Department of Political Science invites applications for a tenure-track position in the field of Comparative Politics (Developing Areas), with a regional specialization in Southeast Asia.

International Relations (Two Positions)
The Department of Political Science invites applications for two tenure-track positions in the field of International Relations. For one position, the Department is particularly interested in candidates with a specialization in security and conflict studies, broadly understood. For the second position, the Department is particularly interested in candidates with a specialization in international political economy and global economic relations. Candidates with a focus on Canada are especially encouraged to apply for either position.

The Department is interested in applicants whose research is theoretically and empirically informed, who have a good grasp of qualitative and/or quantitative methods, and who are able effectively to teach a range of courses at the undergraduate and graduate levels. The applicants' record of performance must also provide evidence of outstanding research potential. Preference shall be given to individuals who have completed the PhD.

Applications should include a curriculum vitae, university transcripts, three letters of reference, a sample of written work and materials pertinent to teaching skills. Although the appointment is expected to be at the level of Assistant Professor, appointment at a higher rank is possible.

The position start date is August 1, 2004. Review of applications will begin on October 6, 2003 and will continue until the positions are filled.

For more information about the Department and University, visit our web site at www.artsci.mcgill.ca/polisci/polsci.

Please forward application letter and supporting materials to:

**Professor Mark Brawley, Chair
Department of Political Science
McGill University
855 Sherbrooke Street West
Montreal, Quebec, Canada, H3A 2T7**

McGill University is committed to equity in employment. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

■ **McGILL UNIVERSITY** — As part of McGill's major expansion into Nanoscience and technology, the Department is seeking applicants for two new tenure-track appointments at the rank of Assistant Professor, beginning as early as September 2004, one in Nanoscience within Physics and one in Nanoscience within Physics and Chemistry. Potential searches are underway for further positions in the Faculty of Science in the Departments of Chemistry and Biochemistry, and in the Faculty of Engineering. As a member of a departmental committee, successful applicants will participate in the McGill tradition for Advanced Materials (AMM). AMM coordinates Interdisciplinary and partner Faculties and Departments in the University, providing a stimulating interdisciplinary environment.

www.mcgill.ca



addressed to the Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. Tel: (519) 885-4567, Ext. 6831; Email: phys@uwaterloo.ca. Applications will be considered at any time until the position is filled. We encourage applications from individuals in all disciplines in Engineering, Biology and the Medical Sciences. At the nanoscale, every solid and liquids change their properties dramatically, as the effects of quantum mechanics, atomic and molecular forces, and thermal energy increase. This initiative will further strengthen the existing high-quality research being done on Nanoscience at McGill. A major infrastructure facility for Nanoscience and Nanotechnology has been constructed in the Rutherford Physics Building. This multimillion-dollar facility was funded in part by the Canadian Foundation for Innovation and the Ministry of Education of the Province of Quebec. The Canadian Nanoscience Facility for the design, realization, and study of nanomaterials, **includes** instruments for micromanipulation, low-temperature microscopy, and scanning probe manipulation, large-scale computing, as well as clean rooms, spread over approximately 350 square meters. Researchers from all disciplines related to Nanoscience and Nanotechnology are invited to apply. Details will be strong teachers and outstanding researchers. Candidates should submit a CV, a statement of research goals and plans, a statement of teaching interests, and arrange for at least three letters of reference to be sent directly to the University of Waterloo. The closing date for applications is November 1, 2003. All applications should be submitted to the Avadh Bhata Physics Department, Room 410, Avadh Bhata Physics Lab, Department of Physics, University of Waterloo, Waterloo, Ontario, N2L 2B8. Review of applications will begin 15 December 2003, and continue until the position is filled. Successful candidates will be invited to submit a research package and may be nominated for a Canada Research Chair. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. McGill University is an equal opportunity employer.

■ **THE UNIVERSITY OF WINNIPEG** — The Department of Physics invites applications for a tenure-track position in the area of Assistant Professor. Candidates should hold a PhD in Physics, or equivalent, and preferably have postdoctoral experience. The University of Winnipeg is primarily an undergraduate institution.

The Physics Department highly values the integration of teaching and research, viewing them as complementary. The Department currently has 10 faculty members, including 6 permanent members, 3 postdoctoral fellows, and 1 graduate student.

Successful candidates are expected to have a strong research record and a commitment to teaching. The first instance we are looking for an experimental physicist, but highly qualified theoretical physicists are also encouraged to apply. In accordance with Canadian Immigration policy, this advertisement is initially directed to Canadian citizens and permanent residents. All individuals, including members of visible minorities, Aboriginal people, and persons with disabilities, are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, Aboriginal people, and persons with disabilities. All individuals are encouraged to apply. In accordance with Canadian Immigration policy, this advertisement is initially directed to Canadian citizens and permanent residents. All individuals, including members of visible minorities, Aboriginal people, and persons with disabilities, are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, Aboriginal people, and persons with disabilities.

■ **McGILL UNIVERSITY** — We are currently seeking applications for a tenure-track faculty position in the area of Assistant Professor in the field of High Energy Physics.

Applications are invited as early as September 2004. At present, the theoretical high energy physics group members are active in a wide range of topics, including phenomenology, particle theory, and particle cosmology.

Successful candidates will be a strong theoretical and outstanding researcher. Candidates should submit a CV, a statement of research interests and goals, and arrange for at least three letters of reference to be sent directly to Professor Martin Grant, Chair, Physics Department, Rutherford Physics Building, McGill University, 3600 University Street, Montreal, Quebec, H3A 2B8. Review of applications will begin 15 December 2003, and continue until the position is filled. The successful candidate will be supported by a research package and may be nominated for a Canada Research Chair. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. McGill University is an equal opportunity employer.

■ **McGILL UNIVERSITY** — We are currently seeking applications for a tenure-track faculty position in the area of Assistant Professor in the field of Experimental High Energy Physics, beginning as early as September 2004. At present, the experimental high energy physics group is active in a wide range of topics, including p/b-bar interactions at CERN, Λ hyperon production, CP violation, strange baryon decays at Babar, ground based gamma-ray astrophysics at STACE and VERITAS, and deep inelastic scattering at ZEUS. Members of the group make heavy use of major radio, optical, X-ray and TeV gamma-ray telescopes worldwide. Specifically, we have major programs in the Pierre Auger, the Parkes, Green Bank and Arecibo telescopes, with the Gemini telescope, with the Chandra, XMM-Newton, and Rossi X-ray Timing Explorer X-ray telescopes, and on the instrument and science team for the Large Hadron Collider (LHC) at CERN. Members of the group make heavy use of major radio, optical, X-ray and TeV gamma-ray telescopes worldwide. Specifically, we have major programs in the Pierre Auger, the Parkes, Green Bank and Arecibo telescopes, with the Gemini telescope, with the Chandra, XMM-Newton, and Rossi X-ray Timing Explorer X-ray telescopes, and on the instrument and science team for the Large Hadron Collider (LHC) at CERN. As well, there is an active group in theoretical cosmology. Candidates from all disciplines related to Astrophysics are invited to apply. The successful candidate will be a strong theoretical researcher, and an outstanding researcher. Candidates should submit a CV, a statement of research interests and goals, and arrange for at least three letters of reference to be sent directly to Professor Martin Grant, Chair, Physics Department, Rutherford Physics Building, McGill University, 3600 University Street, Montreal, Quebec, H3A 2B8. Review of applications will begin 15 December 2003, and continue until the position is filled. The successful candidate will be supported by a research package and may be nominated for a Canada Research Chair. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. McGill University is an equal opportunity employer.

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■ **THE UNIVERSITY OF WINNIPEG** — We are currently seeking applications for a tenure-track position in the area of Assistant Professor. Candidates should hold a PhD in Physics, or equivalent, and preferably have postdoctoral experience.

The Physics Department highly values the integration of teaching and research, viewing them as complementary. The Department currently has 10 faculty members, including 6 permanent members, 3 postdoctoral fellows, and 1 graduate student.

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■ **PHYSICS & ASTRONOMY**

■ **THE UNIVERSITY OF WESTERN ONTARIO** — Applications or nominations are invited for the Chair, Department of Physics and Astronomy. The University of Western Ontario, is an

affiliated with the National Research Council's Institute of Biodynamics Research and in Medical Physics at CancerCare Manitoba through the University of Manitoba. Further information about our Department can be found at <http://www.uwo.ca/physics/> and <http://www.uwo.ca/astro/>.

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CAREERS CARRIÈRES



Adam Radomsky
Professor, Psychology

Concordia University's Faculty of Arts and Science

A Brilliant Choice

Since 1997, our Faculty of Arts and Science has hired more than 150 tenure-track professors, marking the biggest rebuilding of our professional ranks in a generation. We plan to hire another 60 professors over the next two years, including up to 40 for the 2004-05 academic year. We invite you to join our dynamic Faculty.

APPLIED HUMAN SCIENCES

Our Department of Applied Human Sciences invites applications for one tenure-track position in Human Systems Intervention. Applicants must have a PhD in a relevant social science discipline and should have advanced professional training in human relations and group process intervention. Experience as an external or internal consultant and French proficiency will be considered as assets. The successful candidate will be expected to teach courses at both the undergraduate and graduate levels and will be expected to maintain a research profile leading to external funding and peer-reviewed publications.

Dr. Randy Swedberg
Chair, Department of Applied Human Sciences
swed@vax2.concordia.ca

BIOLOGY

Our Department of Biology invites applications for one tenure-track position in Cell and Molecular Biology. Applicants must have a PhD and postdoctoral experience. The successful candidate will be expected to have, or develop, an externally funded research program to study fundamental and/or applied problems in biology, and to teach at the undergraduate level in developmental biology and/or physiology. The candidate will also be encouraged to develop specialized graduate courses.

Dr. Luc Varin
Chair, Department of Biology
biochain@alcan.concordia.ca

CHEMISTRY

Our Department of Chemistry and Biochemistry invites applications for one tenure-track position in any area of Inorganic Chemistry. Applicants must have a PhD and postdoctoral experience. The successful candidate will be expected to develop an active research program and teach at both the undergraduate and graduate levels.

Dr. Marcus Lawrence
Chair, Department of Chemistry and Biochemistry
lawrence@vax2.concordia.ca

COMMUNICATION STUDIES

Our Department of Communication Studies invites applications for one tenure-track position in video practice and theory. The candidate must be able to teach laboratory courses in video production and post-production, and situate video within the context of communications and cultural industries. Applicants must be able to demonstrate a record of high quality, creative work and intellectual participation in the field and must be able to teach key concepts and the history of debates in video. Applicants should also have experience using software packages such as Final Cut Pro and Avid, and must have an appropriate terminal degree (MFA or PhD) in communications or a cognate area. The successful candidate will be expected to supervise students at both the undergraduate and graduate levels.

Dr. Martin Aller
Acting Chair, Department of Communication Studies
aller@vax2.concordia.ca

COMMUNITY AND PUBLIC AFFAIRS

Our School of Community and Public Affairs invites applications for one tenure-track position. Applicants must have a PhD in a Social Science discipline, as well as a strong research profile with emphasis on public policy analysis and the study of state/society relations. The area of policy specialization is open. Applicants must also be

fully committed to critical and innovative research and be able to teach at the undergraduate level and in the School's graduate program in Community Economic Development, in both English and French (or be prepared to acquire the required language skills at an advanced level of proficiency).

Dr. Marguerite Mendell
Vice-Principal, School of Community and Public Affairs
mendell@vax2.concordia.ca

ECONOMICS

Our Department of Economics intends to fill up to six tenure-track positions over the next three years. We are currently inviting applications for up to three of these tenure-track positions. While all fields will be considered, we have a special interest in candidates who specialize in applied economics (including Financial Economics, International Economics, Labour, Industrial Organization, Public Economics), econometrics or micro theory. Applicants should have a completed or nearly completed PhD, the ability to teach at the undergraduate and graduate levels, and a commitment to research. Appointments at a more senior level may also be considered.

Dr. William Sims
Chair, Department of Economics
sims@vax2.concordia.ca

EDUCATION

Our Department of Education invites applications for up to two tenure-track positions, one in Early Childhood and Elementary Education (ECEE) and one in Educational Technology (ETEC). For the ECEE position, applicants must have expertise in early childhood and elementary education, with a particular focus in one or more of the following areas: history and philosophy of early childhood education; kindergarten, primary or elementary classroom teaching; or curriculum development. A teaching certificate and previous experience as a classroom teacher are assets. For the position in Educational Technology, applicants must be able to teach courses in one of the following general areas: e-learning/distance education; multi media design and development/theory; or applications of educational computing (including computer-assisted learning). In addition, applicants should be able to teach in one or more of the following areas: research methods; human performance technology; the learning sciences; and/or formative evaluation. For both positions, applicants should have a PhD and an excellent command of English, and must be committed to teaching and supervising undergraduate and graduate students, and developing a strong research program. A record of publications, conference presentations and research grants is desirable. Knowledge of French is an asset.

Prof. Ellen Jacobs
Chair, Department of Education
jacobs@vax2.concordia.ca

ENGLISH

Our Department of English invites applications for up to three tenure-track positions, one in the area of British Literature of the late 18th and early 19th centuries, with a focus on the literature and culture of the Romantic period, one in the area of Medieval Literature, with a focus on Old English, Middle English, and medieval studies or criticism, and one in Creative Writing, with a focus on prose fiction and/or playwriting. Applicants for the first two positions must have a completed or nearly completed PhD; prior teaching experience is highly desirable, as

are scholarly publications. The successful candidates will teach at the graduate and undergraduate levels, will supervise graduate theses and are expected to maintain a productive commitment to scholarship. Applicants should include transcripts and a writing sample along with their applications. For the Creative Writing position, applicants should be accomplished writers with a significant body of published and/or produced work. Candidates should have an MA in Literature or an MFA in Creative Writing and the ability to teach writing workshops at the graduate and undergraduate levels, and to supervise graduate Creative Writing theses. Successful teaching experience in Creative Writing workshops at the university level is an asset.

Prof. Terence Byrnes
Chair, Department of English
byrnes@alcan.concordia.ca

ÉTUDES FRANÇAISES

Le Département d'Études françaises sollicite des candidatures à trois postes éventuels menant à la permanence. Les qualifications recherchées sont, selon le poste, un diplôme de troisième cycle obtenu ou en voie d'obtention, une expérience diversifiée de l'enseignement, des publications ou du potentiel de recherche, une aptitude au travail d'équipe et une connaissance du milieu. Les candidat·es retenus·e pour le poste en enseignement du français auront un doctorat en linguistique ou en didactique des langues et auront démontré leur intérêt pour l'enseignement assisté par ordinateur et le multimédia et la nouvelle grammaire. Les candidat·es retenus·e pour la poste en littérature française auront un doctorat en littérature française du XI^e ou du XX^e siècle et s'intéresseront à la théorie littéraire et aux enjeux contemporains. Les candidat·es retenus·e pour le poste en littérature de langue française auront un doctorat en littérature avec un intérêt marqué pour les théories et les pratiques littéraires et médiatiques.

Madame Lucie Leguin
Directrice du département d'Études françaises
leguin@vax2.concordia.ca

GEOGRAPHY

Our Department of Geography invites applications for one tenure-track position in an applied aspect of urban sustainable transport. Applicants should have a PhD; professional planning experience will be an asset. The successful candidate will be expected to teach a 300-level, laboratory-oriented course in Urban Transport, along with one senior course in the same area, as well courses at the introductory and graduate levels.

Dr. John Zacharias
Chair, Department of Geography
zacharias@vax2.concordia.ca

HISTORY

Our Department of History invites applications for up to two tenure-track positions, one in the History of Colonial North America (17th and 18th centuries) and one in the History of Latin America and the Hispanic World. For the position in Colonial North American history, the successful candidate will be expected to teach courses in both Canadian and American history; the ability to offer courses dealing with European Aboriginal contact would be an asset. For the position in Latin American history, applicants should have research interests that touch upon some aspect of the history of Latin America and/or the Spanish empire. The successful candidate will participate in teaching

our introductory Latin American history course, as well as our first-year "world history" course. In this last regard, appropriate training or experience would be an asset. For both positions, applicants must have a PhD, teaching experience and publications appropriate to an entry-level position.

Dr. Randolph Rudin
Chair, Department of History
rudin@vax2.concordia.ca

JOURNALISM

Our Department of Journalism invites applications for one tenure-track position in Computer Assisted Journalism (including computer-assisted reporting, on-line publishing and desk top publishing). Duties will include teaching in at least two of these areas at both the graduate and undergraduate levels, and supervising two computer labs. The ideal candidate will have a PhD and at least five years of professional experience as a journalist. University teaching experience and a strong research or professional portfolio are desirable.

Dr. Enn Raudsep
Chair, Department of Journalism
raudhen@vax2.concordia.ca

MATHEMATICS AND STATISTICS

Our Department of Mathematics and Statistics invites applications for up to two tenure-track positions, one in Statistics and one in Actuarial Mathematics. Applicants should have a PhD and a strong record of research and teaching at both the undergraduate and graduate levels. For the position in Statistics, candidates in any area of Statistics are encouraged to apply; however, preference will be given to those with postdoctoral experience and good research in the areas of Computational Statistics, Multivariate Analysis, Survival Analysis, Time Series Analysis, Bio-Statistics, Finance or Data Mining. For the position in Actuarial Mathematics, candidates with research interests in Actuarial or Financial Mathematics are encouraged to apply.

Dr. Hershy Kisilevsky
Chair, Department of Mathematics and Statistics
chair@mathstat.concordia.ca

PHILOSOPHY

Our Department of Philosophy invites applications for one tenure-track position in Analytic Philosophy. Applicants should have a PhD, an active research program and prior teaching experience. The successful candidate will teach at the undergraduate and graduate levels and will be expected to supervise graduate theses. Applicants should include a writing sample along with their applications.

Dr. Andrew Wayne
Chair, Department of Philosophy
awayne@alcan.concordia.ca

POLITICAL SCIENCE

Our Department of Political Science invites applications for up to three tenure-track positions, one in the area of the History of Political Philosophy and Theory, with an emphasis on Modern Political Thought and the European Enlightenment, one in American Politics and Government and one in Comparative and/or International Politics, with a specialization in the area of economic, social and political development. For this last position, additional areas of expertise might include a theoretical and comparative understanding of globalization and development, North-South Relations and Development Assistance. Knowledge of Africa would be an asset.

CAREERS CARRIÈRES

Applicants for each of these positions should have a PhD and an active research program. The successful candidates will teach at both the undergraduate and graduate levels.

Dr. Reeta Tremblay
Chair, Department of Political Science
rector@vax2.concordia.ca

PSYCHOLOGY/BEHAVIOURAL NEUROSCIENCE

Our Department of Psychology invites applications for one tenure-track position in Behavioural Neuroscience to be associated with our Center for Studies in Behavioural Neurobiology. Applicants should have a PhD. Special consideration will be given to candidates with an interest in one or more of the following areas: appetitive motivation, behavioural systems, drug dependence, learning and memory, behavioural neuroendocrinology, and molecular or computational neuroscience, but exceptional candidates in all areas are encouraged to apply.

Dr. Barbara Woodside
Chair, Search Committee
search_chair@csbn.concordia.ca

PSYCHOLOGY/CLINICAL

Our Department of Psychology invites applications for up to two tenure-track positions, one in Clinical Psychology and one in Child Clinical Psychology. The position in Clinical Psychology is open to researchers addressing a broad range of issues in the field, with special consideration given to candidates with research and clinical interests in adult psychopathology, including major psychological disorders and personality disorders, or health psychology. For the position in Child Clinical Psychology, special consideration will be given to candidates with research and clinical interests in developmental psychopathology, health or the family. Applicants for these positions must have a PhD from an APA- or CPA-accredited clinical program, or the equivalent. Applicants should have a dedication to scholarship, a demonstrated ability to build and maintain a high-quality research program and an ability to contribute to the training of students in our CPA and APA accredited doctoral program in clinical psychology.

Applicants must include a statement of clinical interests along with their applications.

Dr. Virginia Penhune
Co-Chair, Search Committee
vpenhune@vax2.concordia.ca

RELIGION

Our Department of Religion invites applications for up to two tenure-track positions, one in the field of East Asian Religions and one in the History of Christianity. Applicants should have a PhD, prior teaching experience and a strong commitment to research. For the position in East Asian Religions, the ideal candidate will have a specialization in one or more of the major traditions of China, Japan and Korea, with the appropriate language skills. The candidate will be expected to teach undergraduate and graduate courses in Buddhism as well as the religious, ritual and philosophical aspects of East Asian traditions.



Adrian Tsang
Professor, Biology

The ability to teach in the areas of comparative religion, and women and religion, is an asset. For the position in the History of Christianity, the ideal candidate will have particular expertise in the social and/or cultural history of Christianity, the ability to teach graduate students in the area of women and Christianity and familiarity with the comparative study of religions.

Dr. Norma Joseph
Chair, Department of Religion
nojo@vax2.concordia.ca

SOCIOLOGY AND ANTHROPOLOGY

Our Department of Sociology and Anthropology invites applications for up to three tenure-track positions in Sociology, one in the area of economic globalization, labour, work and institutions, one in advanced quantitative methodologies (either as a field of research or as applied to a substantive area), and one in the sociology of nature and the environment. Applicants must have a PhD at the time of appointment; a working knowledge of French is a definite asset. We are particularly interested in scholars with a strong interest in theory and whose research and teaching experience reflects skills in fieldwork. This is a joint department: anthropologists may also apply.

Dr. Christine Jourdan
Chair, Department of Sociology and Anthropology
jourdan@vax2.concordia.ca

TEACHING OF ENGLISH AS A SECOND LANGUAGE

Our Department of Education invites applications for one tenure-track position in Teaching English as a Second Language (TESL). The position is in Applied Linguistics, specifically in the area of language testing/evaluation and research methodologies. Applicants should have experience in teaching and research related to TESL teacher training, corpus linguistics or curriculum development. Applicants should have a PhD, an excellent command of English and a knowledge of French and must be committed to the teaching and supervision of undergraduate and graduate students and the development of a strong research program. A record of publications, conference presentations and research grants is desirable.

Prof. Ellen Jacobs
Chair, Department of Education
jacobs@vax2.concordia.ca

THEOLOGICAL STUDIES

Our Department of Theological Studies invites applications for one tenure-track position in Biblical Studies, with a specialization in Old Testament. Applicants must hold or be near the completion of a PhD. Successful teaching experience and a record of scholarly publications are highly desirable. The successful candidate will teach at both the undergraduate and graduate levels.

Dr. Pamela Bright
Chair, Department of Theological Studies
bright@atcor.concordia.ca

Subject to budgetary approval, we anticipate filling these positions, normally at the rank of Assistant Professor, for July 1, 2004. Please forward all applications to the appropriate Department contact. Review of applications will begin on November 1, 2003 and continue until the positions are filled. Applications should consist of a letter of intent, a curriculum vitae, a list of publications, a statement of teaching and research interests and three letters of reference.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

Please direct all general inquiries about the Faculty to Dr. Martin Singer, Dean of the Faculty of Arts and Science. Telephone: (514) 848-2424, ext. 2081. e-mail: msinger@vax2.concordia.ca;

Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, QC H3G 1M8. Internet: <http://artsandscience.concordia.ca>

Canada Research Chairs

Concordia University has allocated up to 12 Canada Research Chairs to its Faculty of Arts and Science. We are currently seeking to fill up to six of these positions. In order to successfully compete for a Canada Research Chairs award, candidates are expected to have an outstanding and innovative research program and the ability to attract excellent graduate students. Those candidates nominated by the Faculty will have their applications submitted for approval to the CRC Secretariat. Junior appointments will normally be made at the Associate Professor level.

JUNIOR (TIER II) CANADA RESEARCH CHAIR IN ECONOMICS

Our Department of Economics invites applications for one Junior Canada Research Chair in applied economics and/or applied labour economics. The successful candidate should be an outstanding young academic who demonstrates the promise of a strong research profile. In particular, the position is targeted at researchers who are acknowledged by their peers as having the potential to be leaders in their field. We expect that such an appointment would be offered to either a new PhD from a recognized university or to a junior faculty member who has already developed a solid research profile and who has had some success in publishing in leading academic journals in the discipline. In the former case, it is expected that there is substantial evidence of research ability that would come largely from letters of recommendation and working papers.

Dr. William Sims
Chair, Department of Economics
sims@vax2.concordia.ca

JUNIOR (TIER II) CANADA RESEARCH CHAIR IN EARLY CHILDHOOD DEVELOPMENT AND EDUCATION

Our Department of Education invites applications for one Junior Canada Research Chair in Early Childhood Development and Education. The successful candidate will be expected to coordinate and participate in research that addresses young children's development in family, community and school settings. We are seeking an individual with strong leadership skills who can collaborate to create links between his or her expertise and that of current faculty members. Ongoing research areas in our Department include: the role of the family; cognitive, linguistic and social development; the influence of the media; academic success; and health and well-being and their implications for social policy.

Applicants must have a PhD in a related field, a strong research profile and prior teaching experience at the university level. We are seeking scholars who actively participate in national and international networks and who have the potential to be leaders in their field. Openness to working in a French-speaking milieu is an asset.

Prof. Ellen Jacobs
Chair, Department of Education
jacobs@vax2.concordia.ca

JUNIOR (TIER II) CANADA RESEARCH CHAIR IN EDUCATION AND TECHNOLOGY

Our Department of Education invites applications for one Junior Canada Research Chair in Education and Technology to coordinate and participate in multidisciplinary projects centered on the role of technology to support learning and performance. The applicant's research program should complement major research projects in the Department and the Centre for the Study of Learning and Performance. Projects include initiatives in educational and workplace settings and those involving the use of technology to enhance instruction and support complex learning of literacy, first and second languages, math and science in diverse educational settings at all levels, including distance education. Applicants must have a PhD in a related field, a strong research profile and prior teaching experience at the university level. We are seeking scholars who actively participate in

national and international networks and who have the potential to be leaders in their field. Openness to working in a French-speaking milieu is an asset.

Prof. Ellen Jacobs
Chair, Department of Education
jacobs@vax2.concordia.ca

JUNIOR (TIER II) CANADA RESEARCH CHAIR IN GENOMICS

Our Department of Biology invites applications for one Junior Canada Research Chair in Genomics. The successful candidate will be an accomplished researcher in functional genomics working on model organisms, plants or fungi. The candidate will be expected to develop an externally-funded research program, and will teach at the undergraduate and/or graduate levels. The candidate will join a team of about a dozen faculty members with complementary research interests in genomics and biotechnology, and will have access to the resources of the Centre for Structural and Functional Genomics. This position will be based in our new Loyola Science Complex.

Dr. Luc Vann
Chair, Department of Biology
biochair@atcor.concordia.ca

JUNIOR (TIER II) CANADA RESEARCH CHAIR IN POLITICAL SCIENCE

Our Department of Political Science invites applications for one Junior Canada Research Chair in the field of Comparative Public Policy. The successful candidate will be expected to pursue research into the variations in national policy patterns across North America, Europe and the wider OECD area, with a view to understanding how and why nations differ in their approaches to specific policy areas and what they might learn from each other's policy experiences. The successful candidate's research interests might intersect with research themes such as the emergence of transnational actors, globalization and public policy, regionalisation, international regulatory regimes, local governance structures and intergovernmental negotiations in policy making.

Dr. Reeta Tremblay
Chair, Department of Political Science
rector@vax2.concordia.ca

JUNIOR (TIER II) CANADA RESEARCH CHAIR IN PSYCHOLOGY (HUMAN DEVELOPMENT)

Our Department of Psychology invites applications for one Junior Canada Research Chair in Human Development. Applications will be considered in any area of human development across the life course, from infancy to aging. Particular areas of interest include: social development, social cognition, developmental psychopathology, and the health and development of high-risk populations. Applicants must have a strong ongoing research program and an excellent record of research productivity. The successful candidate will be based at our Centre for Research in Human Development, a government-supported Centre of Excellence with outstanding faculty, research facilities and research training opportunities at the doctoral and post-doctoral levels.

Dr. Lisa Serbin
Director, Centre for Research in Human Development
lserbin@vax2.concordia.ca

These positions will be filled either for the academic year beginning 2004 or 2005, depending on the prior commitments of the applicants and upon the successful completion of the Canada Research Chairs nomination and approval process. Applications must include a curriculum vitae, a statement of teaching and research objectives, and three letters of reference. Please forward all applications to the appropriate Department contact. Review of applications will begin on November 1, 2003 and continue until the positions have been filled.

For more information about the above departments, we invite you to visit their web sites, which can be accessed through the main Faculty of Arts and Science web site at <http://artsandscience.concordia.ca>.

For Canada Research Chair appointments, applications are welcome from Canadian citizens and citizens of other countries. Concordia University is committed to employment equity.



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CAREERS CARRIÈRES

■ **YORK UNIVERSITY** — Toronto, Ontario. The Department of Political Science, Faculty of Arts, seeks tenure-track Assistant Professors in three fields: Canadian Politics, with a specialization in Policy, Law, and International Democratic Governance; Canadian Politics, with a specialization in Aboriginal Politics, Women and Politics, with an open specialization. Details in full, and application form at <http://www.yorku.ca/arts/affirmativeaction/>. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at <http://www.yorku.ca/academy/affirmativeaction/>. All inquiries (including those from women) are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. The Department of Political Science invites applications for a tenure-track, full-time position in East Asian politics to begin on July 2004. Candidates should have a PhD in state or international relations and prior teaching experience in this field, as well as an introductory course on Comparative Politics. Applicants should have a completed PhD, evidence of teaching effectiveness, a record of teaching experience, a record of scholarly publication, and significant teaching experience at the University level. The successful candidate will also be involved in efforts to continue the University's pro-

file in East Asia, especially with regard to academic exchange programs. The Department of Political Science is strongly committed to both excellence and equity in teaching and research, and diversity in approaches and perspectives in teaching and research. The Departmental webpage can be found at: <http://web.yorku.ca/polit/>. The University of Victoria is an equity employer. It values diversity in its student population. Persons with disabilities, visible minorities, aboriginal peoples, peoples of all sexual orientations and genders, and others who may contribute to the diversity of its educational environment are encouraged to apply. Persons with disabilities (including women) are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority. Applications or supporting documentation should arrive no later than November 15th, 2003. Applications should be directed to Professor Colin J. Bennett, Chair, Department of Political Science, University of Victoria, 320, Box 3050, Victoria, BC Canada V8W 3P5 (chappell@uvic.ca). Applications should include: (1) a letter reviewing the candidate's qualifications, experience, research, and teaching performance; (2) a curriculum vitae; (3) a single article-length sample of the candidate's scholarly work; and (4) the names of three referees, each of whom have been asked by the candidate to send a letter of reference directly to the Chair,

■ **THE UNIVERSITY OF WATERLOO** — Applications are invited for a tenured track position in the department of Political Science at the Assistant/Associate Professor level in Comparative Politics. We are interested in candidates with expertise in studies of state and nation. The geographical specialization is open with the exception of Central and Eastern Europe. The successful candidate will have a doctorate in Political Science. Ability to use new technologies in teaching would be an asset. The candidate is expected to contribute to the undergraduate, graduate, and research programs in the department, as well as a large class environment and at the graduate level. At the Assistant level, the candidate will be expected to develop a strong programme of teaching and research. At the Associate level, the candidate is expected to demonstrate a strong programme of both teaching and research including a publication and grant record. The appointment is effective January 1, 2004. Salary negotiable. Send application, CV, teaching dossier, two or three samples of recent scholarly work and three letters of reference by November 30, 2003 to Professor K. K. K. Lau, Department of Political Science, University of Waterloo, 200 University Avenue, West, Waterloo, ON N2L 3G1. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applica-

tions from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to availability of funds.

■ **THE UNIVERSITY OF WATERLOO** — Applications are invited for a tenured track position for a full professorship in the department of Political Science and the History of International Institutions/International Governance. We are interested in candidates with expertise in studies of the United Nations, international financial institutions, and more generally governmental and non-governmental organizational activities on the international stage. The successful candidate will have a doctorate in Political Science or History. Ability to use new technologies in teaching would be an asset. The candidate is expected to contribute to teaching at the undergraduate, graduate, and research levels, and at the graduate level. At the Assistant Professor level, the candidate will be expected to develop a strong programme of teaching and research. At the Associate Professor level, the candidate will be expected to demonstrate a strong programme of both teaching and research including a publication and grant record. The appointment is effective January 1, 2004 or when filled. Salary negotiable. Send application. CV, teaching

dossier, 2 or 3 samples of recent scholarly work and three letters of reference to Professor K. K. K. Lau, Department of Political Science, University of Waterloo, Waterloo, Ontario, N2L 3G1 by November 1, 2003. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities. In accordance with Canadian immigration regulations, permanent residents are welcome to apply to Canadian universities. To be eligible to immigrate to Canada, permanent residents must be citizens of Canada. Letters of application, with a current curriculum vitae, and three letters of recommendation should be sent to Dr. Alan Milne, Chair, Department of Politics, The University of Windsor, 515 Portage Avenue, Windsor, Ontario N9B 3G5, Fax: (204) 774-4134.

PSYCHIATRY

■ **THE UNIVERSITY OF WESTERN ONTARIO** — The Department of Psychiatry at The University of Western Ontario, in conjunction with the Lawson Health Research Institute, is seeking applications for a full-time, limited term position at the rank of Assistant Professor in Health Services Research. The Department of Psychiatry at the University of Western Ontario has interests in several areas of health outcomes and health services research such as the benefits of early intervention for psychiatric disorders, outcomes research, mental health services, disorders, telepsychiatry and shared care models of delivery of psychiatric services involving both psychiatry and family medicine. The Lawson Health Research Institute (LHRI) is a multi-faculty research hospital based in London, Ontario at the University of Western Ontario in Canada, averaging over \$50 million in annual research funding. The Health Outcomes and Health Services Research Program within the LHRI is a multidisciplinary group of research in such areas as mental health, epidemiology, internal medicine, rheumatology, and renal medicine. This Program includes research related to health outcomes, quality of care, delivery of care, and mediators of health outcomes, program delivery evaluations; development of instruments to assess and predict symptom, functional and social outcomes; and health services evaluations. The successful candidate will have a PhD (or equivalent) training in a relevant discipline such as epidemiology, health economics, health services research or social or behavioral science and appropriate experience and methodological skills related to health services research. Experience in the field of mental health would be a definite asset, although it is anticipated that the appointee will also be involved in other areas of mental health. The successful candidate will be expected to establish an independent, externally funded research program, collaborate with other researchers and pursue external salary awards. The candidate also should be expected to participate in teaching programs offered by the Faculty. The successful candidate will also hold a specialist appointment in the LHRI and a cross-appointment in a Basic Science Department, The University of Western Ontario. Interested candidates should send their curriculum vitae, a description of research accomplishments, relevant publications, names of three referees and a proposal for research to Dr. Sandra Fisman, Chair, Department of Psychiatry, The University of Western Ontario, London Health Sciences Centre, University Ave., 339 University Ave., London, Ontario, N6A 5M4. Applications will be accepted until position is filled. Positions are subject to budgetary approval. Applicants should have fluent writing and verbal communication skills in English. Qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

PSYCHOLOGIE

■ **L'UNIVERSITÉ D'OTTAWA** — L'Ecole de psychologie prévoit combler deux postes de professeur ou de professeure consécutifs à la préférence accordée au rang d'adjoint. La priorité sera accordée aux candidatures dans les domaines 1) la psychologie clinique (admissible au Collège des psychologues de l'Ontario), 2) la psychologie pour sport et exercice en évaluation, 3) la psychologie sociale, 3) la neurosciences ou 4) des méthodes quantitatives. Les meilleures candidatures dans des domaines non listés seront également évaluées. Les qualifications minimales sont le doctorat en psychologie et un très bon potentiel en recherche. La maîtrise du français et de l'anglais est essentielle. La salaire est composé par le recours à la formule pour l'emploi universitaire. Des fonds de financement sont aussi prévus. Les candidatures devraient être soumises avant le 15 novembre 2003. Adresser une lettre accompagnée d'un curriculum vitae, deux lettres de recommandation et deux articles à part de deux publications récentes ou de tout autre document constituant une contribution académique à Dr. Claude Messier, directeur adjoint, Ecole de psychologie, Pavillon Laurier, Université d'Ottawa, C.P. 4500, Succursale A, Ottawa, Ontario, Canada, K1N 6N5. Conformément aux règlements de l'immigration canadienne, cette offre d'emploi s'adresse aux candidats étrangers et aux immigrants recueillis. L'Université a une politique d'équité en matière d'emploi et elle encourage fortement les demandes provenant des femmes.

PSYCHOLOGY

■ **WILFRID LAURIER UNIVERSITY** — The Psychology Department invites applications for a tenure-track appointment at the Assistant Professor level beginning July 1, 2004, subject to budgetary approval. This position will contribute to the developmental psychology area of the department. Experience in an area of research, but those with interests in aging or infancy are also invited to apply. The successful applicant will be expected to teach courses in the Social and Developmental Psychology area, and may also contribute to the Brain and Cognition area, depending on expertise

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 University of Ontario
INSTITUTE OF TECHNOLOGY

Research chairs

Canada's newest university will welcome its first students in September. Building on a 21st century vision of learning, research and service excellence, we invite you to consider joining us, to help build a reputation for being student-centred, innovative and responsive, while respecting the best traditions of Canada's great established universities.

In keeping with our technology-enhanced mobile learning environment, in which every student and professor uses a laptop, our university seeks faculty who will use a technology-enhanced learning approach and who strive to explore and develop new pedagogies. For more information about our university, please visit www.uoit.ca.

The University of Ontario Institute of Technology is an equal opportunity employer and welcomes applications from qualified women and men, including members of visible minorities, Aboriginal Peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Applications will be accepted until October 31, 2003, or until suitable candidates are found. Applications should include a curriculum vitae with a list of publications, a statement of teaching interests, as well as the name, title and full contact information (including e-mail address) for five referees whom we may contact to obtain confidential letters of reference. Applicants should provide a statement of research objectives and a proposed multi-year research plan (tailored to the format used by the Canada Research Chairs program). Applications should be sent electronically to the dean of the school at careers@uoit.ca. All appointments are subject to budgetary approval.

The School of Business and Information Technology may award a chair in business processes and information technology security. Candidates are expected to have an outstanding and innovative research program and a strong record of publication and research funding. The chair will spearhead the development of a new Centre for Information Technology Security and promote academic excellence and industry partnership as well as diversity and outreach programs. Successful candidates will have a PhD in computer science, engineering or a closely related discipline. Salary will be commensurate with qualifications and experience. Please quote competition number UOIT03-23.

The School of Manufacturing Engineering invites applications for research chairs (either Canada research chairs or others) at all ranks, in the following strategic directions:

- manufacturing or mechatronics engineering, with possible emphases including flexible manufacturing, lean manufacturing, high-performance manufacturing, robotics, mechatronics, MEMS, CIM or efficient and environmentally conscious engineering;
- automotive engineering, with possible foci including mechanical and automotive components and systems, advanced automotive concepts and power plants (including fuel cells), and automotive design; and
- energy engineering, with possible foci including hydrogen systems and fuel cells, alternative energy technologies, energy efficiency and management, and integrated energy systems.

The school offers a Bachelor of Engineering (Honours) in Manufacturing Engineering, and in 2004 plans to launch programs in Mechanical Engineering (with options in Mechatronics Engineering and Energy

Engineering) as well as programs in Manufacturing Engineering and Management and Mechanical Engineering and Management. Further undergraduate programs as well as graduate programs are anticipated.

The successful candidates will be expected to conduct innovative, pioneering research programs, liaise with industry and attract research funding, and teach at the undergraduate and graduate levels. Applicants should have a PhD in a relevant engineering discipline, such as manufacturing, mechanical, mechatronics or industrial engineering, or a related area. As well, applicants should have an excellent scholarly and professional record, including a strong record of achievement in research and teaching, appropriate for the rank.

Candidates must be registered as professional engineers in Ontario, or be eligible for and committed to registration. Experience in curriculum and laboratory development and the engineering accreditation process would be an asset, as would industrial experience and experience using a laptop to enhance teaching and learning. In addition, candidates should have excellent communications skills and be committed to working collegially. This is an exciting opportunity to help implement new engineering programs and a cutting-edge research program. Salary will be commensurate with qualifications and experience. Please quote competition number UOIT03-24.

The School of Energy Engineering and Nuclear Science invites applications for research chairs at all ranks, in the following strategic directions:

- nuclear engineering, with specialization in one or more of the following areas: human factors, human performance, knowledge management, nuclear waste management, distributed simulation, advanced reactors or applications to hydrogen generation;
- radiation science, with specialization in public safety and emergency response measures in the event of inadvertent release of radioactivity, and/or radiological threat detection and mitigation; and
- energy systems engineering, with emphases on alternative energy systems, and the life-cycle environmental impact assessment of new and existing energy technologies and systems.

The school offers a Bachelor of Science (Honours) in Nuclear Engineering and Bachelor of Science (Honours) in Radiation Science. In 2004, the school plans to launch a program in Energy Systems Engineering. Further undergraduate programs as well as graduate programs are anticipated.

The successful candidates will be expected to conduct innovative, pioneering research programs, to liaise with industry and attract research funding, and to teach at the undergraduate and graduate levels. Applicants should have a PhD in a relevant engineering or science discipline, as well as an excellent scholarly and professional record, including recognized achievements in research and teaching, appropriate for the rank. Salary will be commensurate with qualifications and experience.

Candidates for the engineering chairs must be registered as professional engineers in Ontario, or be eligible for and committed to registration. As well, candidates should have excellent communication skills and be committed to working collegially. Experience in using computers to enhance teaching and learning is an asset. Please quote competition number UOIT03-25.

CAREERS CARRIÈRES

and interests. Hiring decisions will be made on the basis of research excellence, teaching ability, leadership abilities, and fit with departmental needs. Applications should have a PhD, evidence of research ability and superior ability in teaching, and an active program of research with strong potential for future development. Applicants should send a curriculum vitae, three recent publications, a statement of current and future research interests, a statement regarding teaching, a letter of reference, and, at least three letters of reference to Dr. Michael P. Chatz, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario, N2L 3G1, Canada (e-mail: mpchatz@wlu.ca). Applications will be accepted until November 1, 2003, or thereafter, or until the position is filled. Applications can provide more about the position and their research interests at <http://www.wlu.ca/~mpchatz/>.

— www.psych.ubc.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given preference. The University is committed to employment equity and encourages applications from all qualified women and men, including persons in a visible minority, persons with disabilities and aboriginal people.

■ **WILFRID LAURIER UNIVERSITY** — The Psychology Department invites applications for a tenure-track appointment at the Assistant Professor level beginning July 1, 2004, subject to budgetary approval. The position will contribute to the behavioral or cognitive neuroscience areas in the department. The successful applicant will have the opportunity to supervise students in the MSc and PhD programs in the Biola and

Cognition area of the department. Hiring decisions will be based on the basis of research experience, teaching ability, leadership abilities, and fit with departmental needs. Applicants should have a PhD, evidence of commitment to and supportability by teaching, and an active program of research with strong potential for external funding. Applicants should send a curriculum vitae, copies of recent publications, a statement of current research interests, a statement of teaching interests and preferences, and at least three letters of reference to Dr. Michael Pratt, Chair, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3G1 (email: mp Pratt@wlu.ca). Applications will be accepted until November 1, 2003, or the reharter until the position is filled. Applicants can learn more about the department at www.wlu.ca/~wwwpsych/. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and Aboriginal people.

WILFRID LAURIER UNIVERSITY — The Psychology Department invites applications for tenure-track appointments at the Assistant Professor level, effective July 1, 2004, subject to budgetary approval. This position will contribute to the social psychology area in the department. Expertise in any area is welcome, but research interests in personality or industrial/organizational psychology are especially invited to apply. The successful applicant will have the opportunity to supervise students in the MA and PhD programs in the Social and Developmental Psychology area, and may also contribute to the Brain and Cognition area, depending on the needs of the department. Decisions will be made on the basis of research excellence, teaching ability, leadership abilities, and fit with departmental needs. Applicants should have a PhD, evidence of commitment to

and superior ability in teaching, and an

active program of research with strong potential for external funding. Applicants should send a curriculum vitae, copies of recent publications, a statement of research interests, and a statement of teaching experience and interests, and at least three letters of reference to Dr. Michael P. Plante, Department of Psychology, Waterloo, Ontario, Canada N2L 3G1 (email: mprate@uwaterloo.ca). Applications will be accepted until January 15, 2003, or until the position is filled. Applicants can learn more about the Department and current faculty research at <http://www.uwaterloo.ca/~wpseyach/>. To apply however, Canadian citizens and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including

including persons in a visible minority, persons with disabilities and aboriginal people. ■ **THE UNIVERSITY OF GUELPH**—The Department of Psychology has a tenure-track position in Industrial/Organizational Psychology to begin July 1, 2004. A PhD is required. The appointment will be at the Assistant or Early Associate Professor level. The appointee will be a graduate from a recognized program in Industrial/Organizational Psychology or a closely related field. The successful candidate should have established an active research program in the broad area of organizational or consulting psychology, and should be willing to commit to a team approach in the delivery of a highly successful PhD program in Industrial/Organizational Psychology. Send applications to: Dr. Michael J. Hogg, Department of Psychology, The University of Guelph, Guelph, Ontario, N1G 2W1, Canada. E-mail: mhogg@uoguelph.ca. Applications will be accepted until April 1, 2004.

developmental Psychology. An ability to teach some of these topics, as well as organizational development, leadership, change management, or executive coaching is desirable. At the undergraduate level, the candidate may also contribute to teaching development, organizational behavior, and visual differences. Opportunities are available to participate in the newly established Leadership diploma and new degree programs. Applications should include a curriculum vitae, a statement of research and teaching interests, a summary of relevant applied experience, and preprints/eprints. At least three letters of recommendation must support the application. Applications should be submitted by December 15, 2003 to Harvey H. Mameau, Chair, Department of Psychology, University of Guelph, Guelph, Ontario, Canada N1G 2W1. For information about the department, one can be found at www.psychology.uoguelph.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given preference. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified women, Canadian, persons with disabilities, members of visible minorities and women.

■ SAINT MARY'S UNIVERSITY — Department of Psychology, Applications are invited for two tenure-track appointments in an exciting Department. The positions are at the Assistant Professor level, starting July 1, 2004. Candidates are expected to have a PhD in psychology or to be near completion. We are particularly interested in applicants whose research interests are related to human health, occupational health and safety, human performance (including sport psychology) and forensic psychology. The successful applicants may also be called upon to teach courses in introductory psychology, drugs and behaviour, learning and memory, history of psych-

chology, statistics, research methods, and psychometrics; experience in any of these areas is an asset. The successful applicant will be expected to contribute to the Department's graduate program in applied psychology. The position has a major teaching component and requires a M.Sc. degree in industrial and organizational psychology and a certificate program in Human Resource Management. The successful applicant will also be expected to participate in the University's doctoral program in Management (Human Resources) offered through the Frank H. Netter School of Management, and the newly established CN Centre for Occupational Health and Safety and the Centre for Learning and Excellence. Candidates should present extensive, documented experience in research, research excellence, scholarly

productivity, and preparation for teaching and research supervision at both the graduate and undergraduate levels. This is an open competition and applications from all nationalities are encouraged to apply. However, in accordance with Canadian Immigration requirements, priority will be given to Saint Mary's University encourages applications from women, aboriginal peoples, visible minorities, and people with disabilities. Saint Mary's University is located in the historic port city of Halifax, Nova Scotia, a vibrant, urban community of over 300,000 people. Halifax is a major educational centre for Atlantic Canada and is home to five universities. It is conveniently located to recreational areas and to other

major urban centres in Canada and the United States. For more information about the University and the Department please see our website at www.strmays.ca. Applicants should furnish a curriculum vitae, copies of recent publications, teaching evaluations and research interests, and names and addresses of three referees (sent directly by referees) to: Dr. Vic Catano, Department of Psychology, Simon Fraser University, Burnaby, BC V5A 1S6, telephone (604) 292-6545 or (604) 292-5121, email: catano@sfu.ca, www.strmays.ca. Review of applications begins immediately and will continue until the position is filled. The position is available as of July 1, 2004.

SI. THOMAS MORE COLLEGE — The Department of Psychology at St. Thomas More College (STM), a Catholic College federated with the University of Saskatchewan in Saskatoon, invites applications for a tenure-stream position in Cognitive/Developmental Psychology at the level of Assistant Professor, commencing in Fall, 2004. Faculty rank will be determined by the successful candidate's record of research and teaching. The Department of Psychology at STM collaborate directly with, and become integral to, the scholarly work of the Psychology Department at the U of S. The successful candidate will have a Ph.D. in Psychology, and a strong interest in Cognitive/Developmental Psychology. The successful candidate will be expected to develop and maintain an active, externally funded research program. STM will contribute to the education and training of undergraduate and graduate students. Candidates in all areas of Cognitive/Developmental Psychology are encouraged to apply. We are particularly interested in candidates in the areas of Psychology and the Law. The successful candidate will be expected to teach core courses in Developmental and/or Cognitive Psychology, including laboratory classes. STM will join and evolve a research team committed to the study of justice on an inter-personal, inter-cultural and international level. Applications should include a teaching and research strengths, a curriculum vitae detailing background preparation, experience and publications.

each sample publications), documentation of teaching ability (including teaching evaluations and array of teaching experience), on October 1, 2003, we will be beginning the process of reviewing applications and scheduling interviews. However, the search will continue until a successful candidate is identified. Interested candidates should apply online at <http://www.ubc.ca/hr/recruit/>. Incomplete applications will not be considered. Applications should be submitted to Dr. T. R. Hinde, Department Head, Department of Psychology, St. Thomas More College, 1540 University, Vancouver, BC V6T 1Z3. Tel: 604/822-5810 or fax: 604/822-5810; or email: tammy.marche@ubc.ca. Salary will be commensurate with qualifications and experience. In compliance with Canadian immigration requirements, this advertisement is directed in first instance to Canadian citizens and permanent residents. St. Thomas More College is committed to employment equity and values diversity. Women, Aboriginal people, people with disabilities, members of visible minorities and others are encouraged to apply.

abilities, visible minorities and members other designated groups are encouraged self-identify on their application. For more information, see Psychology Department, St. Thomas More College, at <http://mccolleges.ca/>, contact Dr. Maiche at 306-966-8904 (voice), 306-966-8904 (fax), or lammy.maiche@usask.ca.

in the social/personality psychology program at the University of Guelph. The successful applicant will be appointed to the rank of Associate Professor in the Clinical Psychology program. For applicants to complete UBC and CPA accredited scientists/practitioner training programs, a record of research with experience in clinical psychology and a record of interest in topics related to forensic behavioral assessment, criminal behavior, and/or forensic mental health (e.g., substance abuse, or neural correlates of criminal behavior). The initial funding for this tenure-track position will be provided by Corrections Services Canada. We are seeking a second person whose



QUEEN'S UNIVERSITY
Kingston, Ontario, Canada

Tenure Track Positions

Assistant, Associate or Full Professor levels

QUEEN'S SCHOOL OF BUSINESS is inviting applications for tenured track positions in Accounting, Finance, Quantitative Methods/Management Science, Operations Management, Managerial Economics/MOT, Marketing, Human Resources, Industrial Relations and Strategy and Business Policy/Innovation/New Ventures (Assistant, Associate or Full Professor levels).

QUALIFICATIONS:

Candidates must have a PhD or be near completion. Applicants must exhibit high potential for innovative scholarly research and for outstanding teaching contributions in support of the School's various programs.

COMPENSATION:

Salary will be commensurate with qualifications and experience. Appointees have access to substantial internal funds both for research and course development through Queen's School of Business Research Program and the Dean's Development Fund.

INSTITUTION:

Queen's School of Business has an outstanding reputation in its academic programs. Our M.Sc in Management and unique dual major PhD programs attract highly qualified research-oriented graduate students. For an unprecedented four consecutive years Queen's MBA for Science & Technology was ranked Canada's number one MBA program by Canadian Business Magazine. Our flagship program, the Commerce program, has the highest undergraduate entrance standards of all Canadian universities. Queen's innovative Executive MBA was the first in Canada to use videoconferencing. Queen's has received unconditional accreditation for all programs by the International Association for Management Education (AACSB).

Queen's has consistently ranked among the nation's top universities and in addition to its outstanding teaching programs, houses a wide array of research centers and policy institutions, which have made major contributions to both public and private sectors. The learning environment at Queen's is supported by outstanding library and computing facilities.

THE CITY:

Kingston, Ontario is a unique Canadian city featuring a distinctive blend of history, recreation, industry and learning. Greater Kingston was recently voted one of the best communities in which to live in Canada, by the Report on Business, Chatelaine and the Imperial Oil Review.

This is an international search, open to candidates of all nationalities. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. The appointments are subject to final budgetary approval.

The effective date of the appointment will be July 1st, 2004, but is flexible. Applicants should submit a cover letter, current CV, three letters of recommendation and a sample publication, thesis proposal or completed thesis, electronically to: deansoffice@business.queensu.ca.

Brent Gallupe, Associate Dean
Queen's School of Business, Queen's University
Goodes Hall - Rm. 346
Kingston, Ontario K7L 3N6

CAREERS CARRIÈRES

■ THE UNIVERSITY OF VICTORIA — The Women's Studies Department invites applications for a tenure-track position at the assistant professor level, commencing July 1, 2004. We are particularly interested in individuals who can contribute to furthering an integrated feminist agenda. The successful candidate will have a Ph.D. or equivalent, a record of feminist scholarship, a demonstrable commitment to teaching in an interdisciplinary environment, the Women's Studies program, ability to draw on extensive knowledge in research and teaching, and willingness to help in the development of a M.A. program. Further, as a member of a small department, the candidate will be expected to share in administrative duties both at the departmental and university level. The department is strongly committed to both diversity and equity and to increasing the diversity of students and perspectives in teaching and research. Thus, diversity and equity issues will be a factor in the selection process. Preference will be given to a specialist in women's studies and to candidates whose research interests both with those specializing in women's health and embodiment, feminist political economy, globalization or some combination thereof as applied to women. Applications to apply to apply. Applications must include a complete C.V., the name and address (including e-mail, fax, and telephone number) of at least three referees whom the department may contact to obtain relevant publications, and summaries of teaching evaluations. Please send applications to: Dr. Skyla Banerjee, Chair, Dept. of Women's Studies, University of Victoria, P.O. Box 300 38, Victoria, BC V8W 3P4. Closing date for application is December 10, 2003. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, and others who may contribute to the further diversification of the university. All qualified candidates are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority.

WRITING

■ THE UNIVERSITY OF VICTORIA — The Department of Writing invites applications for a tenure-track position at the assistant professor level. Applicants should have at least a master's degree or equivalent, proven teaching skills, and a good record of publications. Teaching duties will include participating in the writing courses on the theory and practice of poetry. Salary of \$6,000; commensurate with University of Victoria policy. Effective date: July 1, 2004. The position is subject to funding. Please send a current C.V., the names and addresses of three referees, and a teaching statement to: Prof. W.D. Valgardson, Chair, Department of Writing, University of Victoria, P.O. Box 1700, Victoria, BC V8W 2Y2. Closing date for receipt of applications: November 28, 2003. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the university. All qualified candidates are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority.

ZOOLOGY

■ THE UNIVERSITY OF BRITISH COLUMBIA — The Department invites applications for a tenure-track position at the assistant professor level in environmental/evolutionary/ecological physiology. We seek an outstanding individual with a strong interest in understanding interactions in a context with adaptational physiologists and biogeographers as well as with ecologists and evolutionary biologists. The successful applicant will be expected to develop and sustain a strong externally funded research program that involves the training of graduate stu-

dents and will be expected to contribute to the teaching of an environmental biology course at the undergraduate and graduate levels. The expected starting date is January 1, 2004. This position is subject to funding. Please send a current C.V. and the names and addresses of three referees to: Prof. W.D. Valgardson, Chair, Department of Writing, University of Victoria, P.O. Box 1700, Victoria, BC V8W 2Y2. Closing date for receipt of applications: November 28, 2003. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the university. All qualified candidates are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority.

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Don Harron

To learn more about our medical research and public education programs and how you can help, call 1-866 HEAR YOU, toll free.



2004 Sarah Shorten AWARD

Request for Nominations

The CAUT Status of Women Committee requests nominations for the 2004 Sarah Shorten Award.

The Sarah Shorten Award was established in 1990 to recognize outstanding achievements in the promotion of the advancement of women in Canadian universities.

Faculty associations, status of women committees, or any other interested parties are invited to submit nominations for the Sarah Shorten Award. Nominations, once made, will remain in the nomination pool for the following year and will then expire. Renominations will be accepted.

Nominations should include the following:

- a letter of nomination giving a detailed statement describing specifically the contributions and achievements of the candidate as they relate to the advancement of women in the university;
- a full curriculum vitae; and
- letters of support (please indicate your willingness to release your letter to the recipient of the award).

The criteria used by the Committee for its recommendation to CAUT Council are as follows:

1. Candidates need not be a member of the university community but the results of their contribution(s) must have benefited women in the university;
2. Candidate's contribution(s) may have benefited any or all groups of women (faculty, students, staff) in the university community;
3. The form(s) of the candidate's achievement(s) may include but are not limited to the following: organizational leadership, policy implementation, legislation, publication, educational initiatives, or dedicated service;
4. The outstanding quality of the contribution may derive from the result of a single project or activity, or the accumulation of efforts through consistent involvement over a long period of time in supporting the advancement of women in the university; and
5. The candidate's contributions to the advancement of women in the university may have been focused locally (in a single university), provincially, regionally, nationally, or a combination of these.

Nomination deadline:

The nomination deadline for the 2004 Sarah Shorten Award is January 30, 2004, but the CAUT Status of Women Committee will entertain nominations at any time for future recipients.

Nominations should be addressed to:

Status of Women Committee
CAUT, 2675 Queensview Drive
Ottawa, ON K2B 8K2

PRIX Sarah-Shorten 2004

Appel de candidatures

Le Comité du statut de la femme de l'ACPPU lance un appel de candidatures pour l'attribution du prix Sarah-Shorten de 2004.

Institué en 1990, le prix Sarah-Shorten a pour but de reconnaître les réalisations exceptionnelles d'une promotrice de l'avancement des femmes dans les universités canadiennes.

L'invitation s'adresse aux associations de professeurs, aux comités du statut de la femme ou aux parties intéressées. Dès qu'elles sont soumises, les candidatures sont conservées dans les dossiers jusqu'à la fin de l'année suivante. Les candidatures qui seront présentées de nouveau seront acceptées.

Les pièces suivantes accompagnent les mises en candidature :

- une lettre de mise en candidature énonçant en détail les contributions de la candidate à l'avancement des femmes à l'université et ses réalisations dans ce domaine;
- un curriculum vitae complet de la candidate proposée;
- des lettres d'appui (priant d'indiquer si vous consentez à ce que votre lettre soit remise à la lauréate).

Les critères dont le Comité se sera pour recommander une candidature au Conseil de l'ACPPU sont les suivants :

1. Il n'est pas nécessaire qu'une candidate soit membre de la communauté universitaire, mais le résultat de ses contributions doit avoir été à l'avantage des femmes à l'université;
2. Ses contributions peuvent avoir avantage l'un ou l'autre ou tous les groupes de femmes (professeures, étudiantes, membres du personnel) de la communauté universitaire;
3. Ses réalisations peuvent avoir eu diverses formes, notamment un leadership organisationnel, la mise en œuvre de politiques, une mesure législative, la publication, des initiatives pédagogiques ou un dévouement exceptionnel;
4. La qualité remarquable de la contribution peut être celle d'un projet ou d'une activité unique ou bien peut être constituée par un grand nombre de réalisations échelonnées sur une longue période de temps, au cours d'un engagement suivant dans le soutien de l'avancement des femmes à l'université;
5. Ses contributions à l'avancement des femmes dans l'université peuvent s'être concentrées à l'échelle locale (dans une seule université), ou à l'échelle provinciale, régionale ou nationale, ou à tous ces niveaux à la fois.

Deadline :

La date limite de réception des mises en candidature pour le prix Sarah-Shorten 2004, est le 30 janvier 2004, mais le Comité du statut de la femme de l'ACPPU accueillera des candidatures n'importe quand pour les lauréates futures.

Préparez les mises en candidature à l'adresse suivante :

Comité du statut de la femme
ACPPU, 2675, promenade Queensview
Ottawa (Ontario) K2B 8K2



CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS
ASSOCIATION CANADIENNE DES PROFESSEURS ET PROFESSEURS D'UNIVERSITÉ

Athabasca University Canada's Open University

Specializing in distance and on-line education, Athabasca University delivers university education to approximately 26,000 students per year. Athabasca University is dedicated to the removal of barriers that restrict access to, and success in, university studies. Athabasca University invites applications for the position of

Assistant/Associate Professor, Business Policy and Strategy, Centre for Commerce and Administrative Studies (School of Business)

The incumbent will be part of a highly motivated team advancing technological boundaries in undergraduate business education and delivering business courses and degree programs throughout North America and, increasingly, globally via the World Wide Web.

The successful candidate will be nearing completion or hold a Ph.D. in business or management with an emphasis in business policy and strategy. Duties include teaching business policy and strategy, an ability to teach in any of the following areas will be considered: an understanding of business ethics, management, organizational change, entrepreneurship, organizational behaviour or human resources management. Management and professional experience would also be an asset. A strong (or developing) research background, innovative approaches to teaching, excellent writing skills and competence in the use of computing technology are vital. Ability to make a significant contribution to the development of Athabasca University's undergraduate management programs is important.

This is a tenure-track position. Salary is commensurate with qualifications and experience, supplemented by a generous benefits package.

Please refer to the full job profile on our Web site at

www.athabasca.ca/jobprofiles

Further information about this position may be obtained from Dr. David Annand: Phone (780) 675-6161 or via e-mail: david@athabasca.ca or Dr. Alex Kondor: Phone (780) 675-6807 or via e-mail: alex@athabasca.ca.

All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

Applicants should forward a letter of application, a resume and the names and addresses of three references to: Co-ordinator, Employment Services, Human Resources, Athabasca University, 1 University Drive, Athabasca, Alberta T0S 3A3; by email: resume@athabasca.ca or fax: (780) 675-6135. Please quote competition CB-03. This position will remain open until a suitable candidate has been found; however, the selection committee will start reviewing applications after October 31, 2003.



Athabasca University develops and maintains an environment that supports equitable working conditions for individuals traditionally underrepresented in universities. The University is committed to employment equity and encourages applications from women, indigenous peoples, persons with disabilities, and members of visible minorities. Athabasca University is located in the town of Athabasca, nestled in the picturesque Athabasca River Valley of north central Alberta, 145 km north of Edmonton. The successful applicant may consider residence in Athabasca, Edmonton or surrounding communities. Visit our web site at www.athabasca.ca to learn more about the town of Athabasca; visit www.town.athabasca.ab.ca

Memorial University of Newfoundland

TENURE-TRACK POSITION Physical Oceanography

The Department of Physics and Physical Oceanography at Memorial University of Newfoundland invites applications for a tenure-track faculty position from individuals in the area of physical oceanography. It is intended that the position will have a primary focus in the numerical modeling of ocean circulation, although applicants with interests in other areas will be considered. The appointment will be made at the Assistant or Associate Professor level. The anticipated starting date is August 1, 2004. Applicants should have a doctoral degree in an appropriate discipline, relevant postdoctoral experience and an established publication record. The successful applicant will be expected to develop an active research program and to teach at the graduate and undergraduate levels. Many members of the Department participate in interdisciplinary degree programs in Computational Science and Environmental Science and the successful applicant will also be expected to participate in and contribute to interdisciplinary activities in such areas.

The Department has strong externally funded research programs in several areas including ocean modeling, ocean circulation, ocean acoustics, coastal oceanography, laboratory fluids, atomic and molecular rotations, optical and vibrational spectroscopy, magnetism, polymer physics, membrane biophysics, and non linear dynamics (for more details, see the Department's web site: www.physics.mun.ca).

Applications, including a C.V., the names of three references and a statement of research interests, should be submitted to Dr. J.P. Whitehead, Head, Department of Physics and Physical Oceanography, Memorial University of Newfoundland, St. John's, NF, A1B 3X7. Consideration of applications will begin January 31, 2004.

Memorial University is committed to employment equity and encourages applications from qualified men and women, visible minorities, aboriginal people and persons with disabilities. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Memorial University is the largest university in Atlantic Canada. As the Province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 16,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is part of a lively, local scientific and engineering community which maintains an inventory of available positions for qualified partners. Partners of candidates for positions are invited to include their resume for possible matching with other job opportunities.

CAREERS CARRIÈRES



UNIVERSITY OF
CALGARY

Canada Research Chair in Social Context of Technology (SSHRC Tier I)

The Faculty of Communication and Culture invites applications and nominations for a Tier I Canada Research Chair in the Social Context of Technology. This appointment, at the rank of Professor, will involve leadership in the Faculty's Science, Technology, and Society program. The area of Social Context of Technology has been identified as a priority and area of excellence in the University's academic plan for research and teaching.

The successful candidate should hold an earned PhD, currently hold a senior position, and demonstrate a strong research and teaching record. There is normally up to a 50% teaching load reduction for holders of Canada Research Chairs at the University of Calgary.

Calgary offers a rich environment for research and teaching in social dimensions of technology. In the Faculty, the Communication Studies program is a national leader with important strengths in ICT. As well, the Development Studies and Law and Society programs provide additional support to the Science, Technology, and Society program. The Faculty has affiliations with two relevant research consortia, The Centre for Innovation Studies, and the Canadian Science and Innovation Indicators Consortium. The University's widely recognized Departments of Computer Science and Electrical and Computer Engineering have recently undergone substantial expansion. The city is a centre for the wireless telecommunications industry, and the Province of Alberta has recently created the Alberta Informatics Circle of Research Excellence (ICORE) to support and promote Alberta leadership in research in ICT fields through several grant programs.

Applicants should submit their curriculum vitae, a detailed statement of current and future research plans, and the names and contact information of at least three references directly to: **Dr. Kathleen Scherf**, Dean, Faculty of Communication and Culture, at the address below. Fax (403) 210-8138; e-mail: kath@ucalgary.ca

The closing date for nominations and applications is **December 1, 2003**. Applicants should note that final approval of appointments to Canada Research Chairs is made by the Canada Research Chair Secretariat in Ottawa on nomination by the University. The successful candidate should expect appointment to commence July 1, 2004.

Associate Professor, Nursing

Applications for a tenure track position are invited at the Associate Professor level to support the University of Calgary Faculty of Nursing emphasis on research, scholarship, practice, and teaching excellence. The Faculty of Nursing has undergraduate (regular and 2nd degree), post-diploma, masters, nurse practitioner and doctoral programs. Our Faculty has approximately 1,000 students and 46 full-time faculty. The Southern Alberta Nursing and Health Research Resource Unit (SANHRRU) is based in the Faculty.

We are closely involved with the Calgary Health Region and other regional health agencies. Undergraduate partners include Mount Royal College, Medicine Hat College, and Centennial College. We are seeking to fill one position commencing January 1, 2004. Qualifications must include doctoral preparation with at least one graduate degree in nursing, and a strong research program. We particularly welcome applicants with a background in community health, acute care, or health policy. Aside from teaching and research commitments, he/she will be expected to provide leadership as Associate Dean Research and Director of SANHRRU for the first 3 years or as negotiated. The successful applicant will require administrative, networking, mentoring skills and a vision for collaborative practice-oriented research.

Please send a curriculum vitae and the names, addresses, email, telephone and fax numbers of three references by **October 15, 2003** to **Dr. Marlene Reimer**, Acting Dean, Faculty of Nursing, at the address below. Fax: (403) 282-5820.

Call (403) 220-4645/6492 for a recruitment information package.

Visit the Faculty of Nursing web page at www.ucalgary.ca/NU/

All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and Permanent Residents of Canada. If suitable Canadian citizens and Permanent Residents cannot be found, other individuals will be considered.

Associate/Full Professor, Marketing Area

The Haskayne School of Business is seeking an associate/full professor of marketing. A PhD and an established publication record in strong academic journals are required for this tenure-track position. The successful candidate will engage in a program of research that emphasizes B2B; services, relationship and international marketing; innovation and new product development; sales management; and consumer research. High motivation for teaching at both the undergraduate and graduate levels, supervising graduate thesis research students and interest in mentoring junior colleagues also are requirements. Anticipated starting date is January 1, 2004.

The Haskayne School of Business at the University of Calgary is a progressive and innovative business school with an international reputation for influencing the practice of management and leadership through quality teaching and research. With more than 2,500 full and part-time students currently

enrolled in bachelor's, master's and PhD programs, the business school boasts more than 13,000 alumni in 50 countries around the globe. An AACSB accredited institution, and recognized by the Financial Times as a Top-100 business school, the Haskayne School of Business expects excellence in both research and teaching that is reflected in our balanced teaching loads and research support provided.

With a population close to one million, Calgary is one of Canada's largest head-office cities and enjoys a vibrant economic climate based on energy, high-tech, financial services, and tourism. This business environment provides a variety of opportunities for scholars. Situated in the foothills of the Canadian Rocky Mountains, the city offers excellent recreational opportunities year round.

Interested individuals are asked to submit their curriculum vitae and three letters of reference to: **Dr. Daphne G. Taras**, Professor of Industrial Relations, Associate Dean (Research) & Director, PhD & MBA Thesis Programs, Haskayne School of Business, at the address below. Fax: 403-282-0095; E-mail: daphne.taras@haskayne.ucalgary.ca

All applications received before **September 30, 2003** will receive full consideration. This position will remain open until filled.

Assistant Professor, Marketing Area

The Haskayne School of Business invites applications for an assistant professor tenure-track position in marketing. The successful candidate will hold a PhD, or nearly completed doctorate, in marketing. A record of teaching excellence and a scholarly research agenda are required. Relevant professional experience is desired. Research specialty and teaching preference is open; however, current teaching opportunities include sales management, services marketing, and international marketing. Expected start date is July 1, 2004.

The Haskayne School of Business is a progressive and innovative business school with an international reputation for influencing the practice of management and leadership through quality teaching and research. With more than 2,500 full and part-time students currently enrolled in bachelor's, master's and PhD programs, the business school boasts more than 13,000 alumni in 50 countries around the globe. An AACSB accredited institution, and recognized by the Financial Times as a Top-100 business school, the school supports excellence in research and teaching through balanced teaching loads and generous research support.

With a population close to one million, Calgary is one of Canada's largest head-office cities and enjoys a vibrant economy based on energy, high-tech, financial services, and tourism. This business environment provides a variety of opportunities for scholars. Situated in the foothills of the Canadian Rocky Mountains, the city offers excellent cultural and recreational opportunities year round.

Interested individuals are asked to submit their curriculum vitae and three letters of reference to: **Dr. Jack Kulchitsky**, Chair, Marketing Recruiting Committee, Haskayne School of Business, at the address below. Fax: 403-284-7916; E-mail: jack.kulchitsky@haskayne.ucalgary.ca

Faculty members will be interviewing at the AMA Summer Educator's Conference in Chicago; however, all applications received before **October 31, 2003** will receive full consideration. This position will remain open until filled.

Assistant Professor, Communications, Professional Writing

The Faculty of Communication and Culture, a dynamic faculty dedicated to innovative, interdisciplinary teaching and research at the graduate and undergraduate levels, invites applications for a tenure-track assistant professor position in the area of Professional Communication. The successful candidate should hold an earned PhD, have a promising publication program. Beginning July 1, 2004, the successful applicant will teach courses in rhetoric and spoken and written discourse, with an emphasis on technical and professional communication. Candidates should have expertise in writing pedagogy and rhetorical history, theory and criticism, and a commitment to interdisciplinarity and collaboration in teaching and research. The candidate will contribute to faculty initiatives such as the study of "Social Contexts for Technology," the formation of teaching and/or research partnerships with industry and community organizations, and the integration of learning technologies such as Blackboard. Preference will be given to applicants with the ability to teach qualitative and quantitative research methods and who can teach one or more courses for our Faculty's programs outside of Communication Studies. We are seeking a committed scholar who can develop an active research program and supervise graduate students.

Applicants should submit their curriculum vitae, a detailed statement of current and future research plans, and the names and contact information of at least three references directly to: **Dr. Kathleen Scherf**, Dean, Faculty of Communication and Culture, at the address below. Fax (403) 210-8138; e-mail: kath@ucalgary.ca

The application deadline is **November 1, 2003**. The successful candidate should expect appointment to commence July 1, 2004.

University of Calgary, 2500 University Dr. N.W., Calgary, AB Canada T2N 1N4

All qualified candidates are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents of Canada.

The University of Calgary respects, appreciates and encourages diversity.

To see all University of Calgary academic positions, please visit www.ucalgary.ca/hr/career